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Proceedings of the Normal School Board of the State of Illinois

Illinois Department of Registration and Education

Illinois Normal School Board

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STATE OF ILLINOIS
DEPARTMENT OF REGISTRATION AND EDUCATION

THE NORMAL SCHOOL BOARD

EX-OFFICIO MEMBERS

FRANCIS W. SHEPARDSON, Director of Registration
and Education, Springfield, *Chairman*.

FRANCIS G. BLAIR, Superintendent of Public
Instruction, Springfield, *Secretary*.

APPOINTED MEMBERS

1917-1921

FRANK E. RICHEY, LaSalle
HENRY A. NEAL, Charleston
ELMER T. WALKER, Macomb

1917-1923

FRANK B. STITT, El Paso
LEROY A. GODDARD, Chicago
WILLIAM B. OWEN, Chicago

1919-1925

ROLAND BRIDGES, Carbondale
CHARLES L. CAPEN, Bloomington
JOHN C. ALLEN, Monmouth

PRESIDENTS OF NORMAL SCHOOLS

DAVID FELMLEY, A. B., LL.D., L. H. D.,
State Normal University, Normal.

HENRY W. SHRYOCK, Ph. B.,
Southern Illinois State Normal University, Carbondale.

J. STANLEY BROWN, LL.D.,
Northern Illinois State Normal School, DeKalb.

LIVINGSTON C. LORD, A. M., LL.D.,
Eastern Illinois State Normal School, Charleston.

WALTER P. MORGAN, A. B., A. M.,
Western Illinois State Normal School, Macomb.

NOTE

With the enactment of the Civil Administrative Code by the Fiftieth General Assembly, the five separate boards of trustees in charge of the State normal schools were succeeded by the State Normal School Board, consisting of nine members appointed by the Governor, and two ex-officio members—the Director of the Department of Registration and Education, who is designated as Chairman of the Board, and the Superintendent of Public Instruction, who is designated as Secretary of the Board.

This law became effective July 1st, 1917. Governor Frank O. Lowden appointed the following members who, together with the ex-officio members, constituted the first State Normal School Board:

For term expiring 2d Monday, January, 1923.

J. Stanley Brown	Joliet
Leroy A. Goddard	Chicago
Wm. B. Owen	Chicago

For term expiring 2d Monday, January, 1921.

Frank E. Richey	LaSalle
Henry A. Neal	Charleston
Elmer T. Walker	Macomb

For term expiring January, 1919.

Roland Bridges	Carbondale
Charles L. Capen	Bloomington
John C. Allen	Monmouth

The law requires that the Board shall hold at least five meetings each year, one at each of the five normal schools.

FRANCIS G. BLAIR, *Secretary*.

STANDING COMMITTEES

Buildings and Grounds

Mr. Richey
Mr. Neal
Mr. Allen
The Chairman
The Secretary

Rules and Regulations

Mr. Goddard
Mr. Capen
Mr. Walker
The Chairman
The Secretary

Administration and Finance

Mr. Stitt
Mr. Owen
Mr. Bridges
The Chairman
The Secretary

MINUTES OF THE MEETING OF THE NORMAL SCHOOL BOARD

Charleston, Illinois,
January 12th, 1920.

The State Normal School Board met in the normal school building at Charleston, Monday morning, at eight-thirty. The following members were present:

Messrs. Allen, Capen, Neal, Richey, Shepardson, Walker, and Blair.

Absent: Messrs. Bridges, Goddard, Owen, and Stitt.

All of the normal school presidents were present.

The minutes of the previous meeting were read and approved.

President Morgan asked to submit the result of his second questionnaire instead of the one formerly submitted.

Approved by the Board.

President Lord presented the following report:

Charleston, Illinois.

Mr. Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report of the Eastern Illinois State Normal School.

THE FACULTY.

I recommend for appointment Mr. F. M. Jewell, Biological Science, \$2,200 for 36 weeks, to take the place of Mr. Thomas L. Hankinson, whose resignation was reported at the last meeting of the Board.

I recommend that the salary of Mr. L. F. Ashley, Manual Arts, \$2,000 for 36 weeks, be increased to \$2,150 to take effect January 16, 1920.

MISCELLANEOUS.

Uniform diplomas for Normal School and High School Departments.

I wish again to speak on some matters concerning instruction in the school.

SUMMARY.

Action of the Board is requested to cover:

1. Appointment of Mr. F. M. Jewell, Biological Science, \$2,200 for 36 weeks.
2. Proposed increase of Mr. L. F. Ashley's salary.
3. Decision as to uniform diplomas.

Respectfully submitted,

L. C. LORD, *President.*

The Board approved his recommendation for appointment of Mr. F. M. Jewell, Biological Science, \$2,200 for 36 weeks, to take the place of Mr. Thomas L. Hankinson, whose resignation was reported at the last meeting of the Board.

The Board approved his recommendation that the salary of Mr. L. F. Ashley, Manual Arts, be increased to \$2,150 to take effect January 16, 1920.

President Brown reported a visit which he had made upon Dr. John W. Cook, and it was listened to with interest by the members of the Board.

President Brown then presented the following report:

DeKalb, Illinois.

Mr. Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report of the Northern Illinois State Normal School.

I. STUDENTS.

1. Attendance.—Winter term, 1920

	Men and Boys	Women and Girls	Total	Total One Year Ago
Normal Department—.....Total	34	218	252	205
Students of College Rank.....	33	203	236	191
Students below College Rank.....	1	15	16	14
Training Department—.....Total	246	234	480	651
Students in High School.....	.....	.....	.....	.....
Pupils in Elementary School.....	.....	.....	.....	.....
Non-residents—.....Total	.....	.....	.....	.....
Students in Extension Classes.....	.....	.....	.....	.....
Students in Correspondence Classes.....	.....	.....	.....	.....
Total of all Students and Pupils.....	280	452	732	856

2. Six young women completed their course at the close of last term and are now teaching.

Five additional young men, who have been in service, and four young women are the new entries into the Normal School this term. Eight students withdrew, so that our total attendance is about the same as last term. The quality of the student body and their serious purpose are daily in evidence. All the new entries are graduates of four-year high schools and, therefore, of collegiate grade. We notice a tendency on the part of the new people to choose special curriculums in manual training, domestic science, and drawing.

II. FACULTY.

No changes are reported in the faculty for this term and no new appointments on the faculty are recommended.

Men and women on the faculty are constantly being summoned to address bodies of citizens on the formation of community schools, to address women's organizations, teachers' conventions, county institutes, churches, etc. As far as it is possible, members of the faculty are urged to accept such appointments at such times as will not conflict or interfere with their regular duties.

It is the opinion of the faculty that an extension of our work, so as to include two years more than we now offer, would be distinctly advantageous to this Institution.

III. THE ORGANIZATION.

An effort is being made to co-ordinate the different units of this plant so that their relation may be more cooperative and hence contribute, without friction or competition, to a common end. This means that in the Ten Year Program the location of new buildings, the character of the construction, and the type of architecture, shall be distinctly related to the building now on the grounds, which is to form a more direct part of the new construction, and that the entire plan shall be looked upon from the Ten Year point of view rather than from the point of view of a single biennium.

IV. THE CURRICULUM.

A revision of the curriculums so as to provide for two more full years of work of collegiate character, is under way, and while the development of this work will have to be slow, it is hoped that the steps taken from time to time may be so guarded as to render retracement unnecessary. Looking to the proposed Teachers' College, it is distinctly necessary that only such action along this line shall be taken as will represent the breadth and depth necessary to justify the granting of the Bachelor's Degree.

V. BUILDINGS AND GROUNDS.

The fire escapes in Williston Hall reported upon in October have remained unchanged. They are quite as unsatisfactory now as they were then. If the State Fire Marshal should visit this Institution he would be justified in making very severe

criticisms on the conditions in Williston Hall, and also on the switch-boards in the boiler room and on the stage.

The roofing contractor, who was charged with recoating the roof of the main building, made a visit to the building about a month ago, and found the weather so cold as to make it inadvisable to proceed with that work. A letter from the Supervising Architect, under date of January 6, states that it will scarcely be possible for this work to be continued before the first of March. The contractor is the Springfield Roofing and Supply Company.

The coal situation was somewhat serious when our five carloads of coal in transit were confiscated, but we did not dismiss school and we have had sufficient coal to keep the buildings comfortable, and during the vacation period of two weeks, to provide against freezing and damage from the same. We have on hand now about one hundred fifty (150) tons of coal and have had assurance from both coal companies that we shall be supplied.

The new coal and ash handling device installed by Samuel Olson & Company is not entirely satisfactory, and until certain changes, to which we have called the attention of this Company, are made, we think the contract price ought not to be paid.

The garage for the Nash Quad Motor Truck has been completed but the door has not been hung yet. Our carpenter and general repairs man, Mr. Fred Buck, resigned at the close of the first week in December to go into business in De Kalb, and following his resignation we have been employing a carpenter by the day for such emergency work as was absolutely necessary. Mr. Ernest Swift has been employed for this work. He had already passed the Civil Service examination some years ago and is a very satisfactory man.

VI. AUXILIARY ENTERPRISES.

Williston Hall is housing 128 students. A dozen other people are employed in one capacity and another in that institution. The young women consider it to be a favor to live in the dormitory and not to be compelled to go out into the town and get a room where they can with rather indifferent or unacceptable opportunities for board. Part of the Ten Year Program urges a new dormitory because it is not at all probable that boarding conditions in the city of De Kalb will be changed in the right direction.

VII. STUDENT LIFE.

A constant and definite effort is made to develop initiative and responsibility among the entire student body. We do this on the ground that these young people are to be leaders in community life and hence must have the opportunity to develop such leadership during their student days.

Athletic organizations and students' clubs of a semi-social character are encouraged. Girls' basket ball teams and young men's basket ball teams are encouraged, although the former are not encouraged to schedule games with teams outside the institution.

Under the direction of a students' organization, Hortense Nielson, a sister of Alice Nielson, recently gave before the student body a rendition of The Doll's House, which was an acceptable contribution to student and faculty life.

VIII. MISCELLANEOUS.

A part of the office equipment has been received and we are waiting patiently for the office furniture.

We are looking forward to the meeting of the County Superintendents and the State Superintendent the 15th and 16th of January with a view to fostering a closer relationship between that body of men and the Normal School. We think it is quite within our jurisdiction to suggest that the County Superintendents, the City Superintendents, and the Village Principals in this particular part of the state shall feel that they have a very direct part in determining the number and quality of the new teachers that are to be supplied for this part of the State of Illinois. Every reasonable effort will be made to keep this constantly before this group.

IX. SUMMARY.

There is no subject in this report upon which we ask definite action at this time.

Respectfully submitted,

J. STANLEY BROWN, *President N.I.S.N.S.*

President Felmley presented the following report:

Normal, Illinois.

Mr. Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report of the Illinois State Normal University.

I. STUDENTS.

Attendance—Winter Term, 1919-20.

	Men and Boys	Women and Girls	Total	Total one year ago.
Normal Dept. and Teachers' College, —.....Total	120	338	458	342
Students of College Rank.....	79	314	393	300
Students below College Rank.....	41	24	65	42
Training Department—.....Total	473	490	963	
Students in Univ. H. S.	96	132	228	206
Pupils in Metcalf School.....	186	206	392	
Pupils in S. O. Home.....	191	152	343	
Non-residents				
Students in Correspondence Classes.....			150	315
Students in Extension Classes.....			70	270
Total all Students and Pupils.....			1,641	

The attendance in the fall term in the Normal Dept. and Teachers' College was 97 men and 371 women, total 468.

76 Illinois counties were represented as follows:

Adams.....	2	Knox.....	3	Rock Island.....	1
Bureau.....	3	Lake.....	1	Sangamon.....	12
Calhoun.....	2	La Salle.....	12	Schuyler.....	2
Carroll.....	1	Lawrence.....	4	Scott.....	2
Cass.....	3	Lee.....	2	Shelby.....	3
Champaign.....	10	Livingston.....	8	Stark.....	1
Christian.....	2	Logan.....	6	St. Clair.....	16
Clark.....	2	Macon.....	12	Stephenson.....	1
Clinton.....	4	Macoupin.....	3	Tazewell.....	17
Cook.....	3	Madison.....	16	Union.....	1
DeWitt.....	3	Marion.....	1	Vermilion.....	8
Edgar.....	4	Marshall.....	3	Wabash.....	1
Edwards.....	1	Mason.....	11	Washington.....	3
Payette.....	3	McLean.....	135	Whiteside.....	2
Ford.....	8	Menard.....	1	Will.....	12
Fulton.....	3	Mercer.....	2	Williamson.....	1
Gallatin.....	1	Monroe.....	2	Winnebago.....	2
Greene.....	8	Montgomery.....	6	Woodford.....	4
Grundy.....	3	Morgan.....	6		
Hamilton.....	1	Moultrie.....	5	Alabama.....	1
Hancock.....	3	Ogle.....	1	Indiana.....	3
Henry.....	4	Peoria.....	3	Iowa.....	1
Iroquois.....	12	Perry.....	2	Michigan.....	1
Jasper.....	1	Piatt.....	4	Missouri.....	4
Jefferson.....	1	Pike.....	7	North Dakota.....	1
Jo Daviess.....	1	Pope.....	2	Ohio.....	1
Jersey.....	1	Putnam.....	1	Oklahoma.....	1
Kane.....	2	Randolph.....	3	Texas.....	1
Kankakee.....	10	Richland.....	1		

During the fall term 40 students withdrew, usually to teach or because of ill-health; 22 others failed to return for the winter term; 55 additional students have enrolled for the winter term. The percentage of men in the normal school is now greater than at any other period in the past two years.

II. THE FACULTY.

Mr. Chester M. Sanford, Professor of Public Speaking, has handed in his resignation to take effect April 30. He expects to enter the service of the Redpath Lyceum Bureau as a regular platform lecturer, at a compensation almost double his present salary. He has lectured on Chautauqua circuits several summers. Mr. Sanford has been a successful teacher; he has aroused great interest in his subject. The speakers trained by him for contests with the state normal schools at Macomb, Oshkosh, and Terre Haute have made the following scores: Debate 6 to 2; Oratory 5 to 0; Extempore speaking 3 to 2. In the five years of his service Normal has won first place once, second place twice, as well as first place in Extempore Speaking in the interstate oratorical contests among the normal schools of Kansas, Missouri, Iowa, Illinois, and Wisconsin.

Mr. Ralph Eyman, professor of Agriculture, has resigned his position to accept the position of County Farm Adviser in Jersey County. His salary will be increased \$710. As his successor I nominate Mr. Clyde Hudelson, for the past five and one-half years Assistant in Biology in the state normal school at Macomb. Mr. Hudelson's salary is to be \$2,025 for thirty-six weeks, \$565 for fourteen weeks. Our professor of agriculture is on duty fifty weeks of the year.

Miss Roberta Lee Davis, teacher in the fifth grade at the S. O. Home resigned on October 31. Miss Rena Partridge of Kewanee was appointed in her stead.

Miss Portia Alexander, teacher in the fourth grade at the Soldiers' Orphans' Home, resigned on December 19. Miss Henrietta Zweifel of Odell was appointed in her stead.

III. ORGANIZATION.

The school at the Soldiers' Orphans' Home has undergone some changes that affect the efficiency of our work. The Department of Public Welfare has adopted a more vigorous policy for placing the children in private homes. The scarcity of help during the past three years has made it easy to place the older children. All children are placed on trial. The willing, the docile, the bright, the industrious, the lovable remain in their new homes. The wilful, the disobedient, the dull, the indolent, the sullen, return. The population of the institution is now 150 less than three years ago. The instruction in manual training and domestic science has lapsed. A librarian is no longer employed. Although the school is no longer crowded, the difficulties of management in the upper grades have increased and have overtaxed the resources of at least two of the new teachers employed.

The Department of Public Welfare has made a thorough investigation of the institution. It has already restored instruction in the Arts and Crafts and plans to employ a director of recreation, a librarian who shall direct the children's reading, and a teacher of Home Economics.

IV. THE SUMMER SCHOOL.

At the beginning of no other year has there been so large a volume of inquiry in regard to the summer school. We are now planning the summer programs and shall offer in each term several senior college courses, so arranged that a year's sequence in history, geography, biology, chemistry, etc., will be offered in a three-year cycle. Advance Courses in Home Economics, as suggested by the State Smith-Hughes supervisor, will be offered for the benefit of present teachers of this subject whose preparation was imperfect.

The enlarged attendance now probable will make it necessary to rent the public school building adjacent to our grounds.

V. BUILDING PROJECTS.

The Department of Finance has requested a list of buildings needed during the decade ending in 1931. This list has been reported:

1. FOR 1921—A GYMNASIUM FOR MEN.

We have only one small gymnasium, in use for 23 years. The law now requires schools to devote at least one hour a week to physical education, and teachers to be appropriately trained. Our present gymnasium is used every day, all day long and far into the night, yet many of our students are deprived of needed and longed-for opportunities. The new building should contain a double gymnasium floor, a swimming pool, and a meeting place for young men.

2. FOR 1921—A COTTAGE FOR STUDENTS OF DOMESTIC SCIENCE.

The last legislature appropriated \$2,000 to furnish a domestic-science cot-

tage. We had expected the girls to pay for the rent of a suitable house and do all the house-work. Good houses were available at reasonable rentals eighteen months ago, when this plan was projected. Now houses are scarce, the plan almost impossible.

3. FOR 1921—A RESIDENCE FOR THE PRESIDENT.

You have already discussed the advantages of a suitable home for the president on the campus where he may be accessible to callers at all times and where visitors to the institution may be entertained.

4. FOR 1921—REBUILDING THE GREENHOUSE IN THE SCHOOL GARDEN IN CONJUNCTION WITH A TOOL-HOUSE.

Our present greenhouse was built just east of our old heating plant fifteen years ago. This old plant should be dismantled to make room for a new building. The new greenhouse should be built in the school garden just west of the new heating plant. A tool house is needed for garden tools and lawn machinery, and for the University truck.

5. FOR 1923—COMPLETION OF FELL HALL BY ADDING A SOUTH WING AND FRONT PORTICO.

In 1914 we requested of the 49th General Assembly \$150,000 for a Woman's Dormitory. At prices then prevailing this sum would have built and equipped a dormitory for 127 students. The Legislature granted \$95,000. The state architect was delayed in drawing his plans. The contract was let in May, 1916. It was necessary to omit the south wing and the front portico, and to secure a further appropriation of \$28,000 for furniture and equipment. The proposed south wing will consist wholly of students' rooms and will increase the capacity of the dormitory by more than fifty per cent.

6. FOR 1925—A SCIENCE HALL TO HOUSE DEPARTMENTS OF PHYSICS, CHEMISTRY, AND BIOLOGY.

For years we have needed more recitation rooms. Ten of our instructors are obliged to move about to rooms unoccupied for the hour. In the University high-school are 80 classes per day, yet there are only four class-rooms for their exclusive use. The rest must recite in available normal-school class-rooms. As a result almost every shop, laboratory, and class room is occupied every hour of the day and teachers have no place to meet students for consultation outside of the class room. Our science class rooms and laboratories are scattered among three buildings. They do not provide adequate space. For these reasons we desire to assemble all the science classes in a single modern building and place the vacated rooms at the disposal of other departments.

7. FOR 1925—ELECTRICAL GENERATORS AND MACHINERY, ALSO AN ADDITIONAL BOILER.

Our heating plant contains a room intended for electrical machinery. It is equipped for four 365 h. p. water-tube boilers. Two are installed. In severe weather both must be used. We need the third for relief in case of accident. Since the exhaust steam can be used for heating air or water, we can generate electric current economically.

8. FOR 1927—A BUILDING FOR ARTS AND CRAFTS.

Our equipment and space for the Arts and Crafts are inadequate and scattered.

9. FOR 1929—A SECOND DORMITORY FOR WOMEN.

Parents wish to place their daughters in well-managed residence halls. The present demand upon our woman's dormitory is almost twice its present capacity. By 1930 the growth of the school will more than fill a second hall.

VI. PRINTING.

We have suffered somewhat from the unfortunate prolonged illness of the head of the division of printing. Work has been delayed. A shipment of recent periodicals sent to the State Reformatory for rebinding last July has not yet been returned. The volumes are needed constantly. May it not be possible to secure some modification of the rules or practice of that division that will render its service more prompt and efficient?

VII. SUMMARY.

I request action by the Board upon:

1. The resignations from the faculty.
2. The new appointments.
3. The building program reported.

Respectfully submitted,

DAVID FELMLEY, *President.*

The resignation of Mr. Chester M. Sanford, Professor of Public Speaking, was accepted by the Board to take effect April 30, 1920.

The resignation of Mr. Ralph Eyman, Professor of Agriculture, was accepted by the Board. The Board approved the recommendation for appointment of Mr. Clyde Hudelson to take the place of Mr. Eyman at a salary of \$2,025 for 36 weeks, and \$565 for 14 weeks.

The Board approved the appointment of Miss Rena Partridge to take the place of Miss Roberta Lee Davis, teacher in the fifth grade at the S. O. Home, who resigned October 31.

The Board approved the appointment of Miss Henrietta Zweifel to take the place of Miss Portia Alexander, teacher in the fourth grade at the S. O. Home, who resigned December 19.

No action was taken on the building program presented by President Felmley.

President Morgan presented the following report:

Macomb, Illinois.

Mr. Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report of the Western Illinois State Normal School.

I. STUDENTS.

1. ATTENDANCE—WINTER TERM, 1920.

	Men and Boys	Women and Girls	Total	Total one year ago
Normal Department—.....Total	92	200	292	292
Students of College Rank.....	30	116	146	
Students below College Rank.....	62	84	146	
Training Department—.....Total	.....	.....	.....	.....
Students in High School.....	54	64	118	177
Pupils in Elementary School.....	95	96	191	184
Non-Residents—.....Total	.....	.....	.....	.....
Students in Extension Classes.....	68	496	564	392
Students in Correspondence Classes.....	.....	.....	.....	.....
Total all students and pupils.....	.....	.....	.....	.....

2. ATTENDANCE—FALL TERM, 1919.

	Men and Boys	Women and Girls	Total	Total one year ago.
Normal Department—.....Total	95	218	313	278
Students of College Rank.....	23	113	136	.....
Students below College Rank.....	72	105	177	.....
Training Department—.....Total	151	161	312	.....
Students in High School.....	56	65	121	153
Pupils in Elementary School.....	95	96	191	184
Non-Residents—.....Total	.....	.....	530	392
Students in Extension Classes.....	.....	.....	530	.....
Students in Correspondence Classes.....	.....	.....	.....	.....
Total all students and pupils.....	246	379	1155	808

3. During the Fall Quarter and at its close 50 students withdrew or dropped out. Some of these have withdrawn to teach, others left because of ill-health, while still others have withdrawn for various reasons. Inquiries are now being made to determine the cause of each withdrawal. At the beginning of the Winter Quarter 11 new students entered.

Nineteen students were permitted to take five subjects during the Fall Quarter. Of this nineteen, one made four A's and one B; one made three A's, one A- and one B; four made two A's and three A-'s; one made one A and four A-'s; one made one A, three A-'s and one B; two made four A-'s and one B; while no one of the other nine failed in any subject.

Fifty-three students who carried four subjects made exceptional grades in that they made A or A- in two or more subjects and had no grade below B.

The seventy-two in these two groups combined were distributed as follows: Four were taking the college curriculum, fifteen were in the senior class in the two-year normal school curriculum; thirteen were in the junior class in the two-year curriculum, while forty were in one of the first four years of the six-year curriculum for eighth-grade graduates.

II. THE FACULTY.

1. Mr. Clyde W. Hudelson is resigning as assistant in Biology and Agriculture to become head of the department of Agriculture at the State Normal University. His resignation is to take effect February 1st. Several persons are being considered to fill the vacancy.

III. THE ORGANIZATION.

There is nothing to report.

IV. THE CURRICULUM.

There is nothing to report.

V. BUILDINGS AND GROUNDS.

1. There are two buildings in our ten-year building plan which are not included in our general building plan as worked out by our landscape architect four years ago. Some action should be taken towards locating these additional buildings.

VI. AUXILIARY ENTERPRISES.

There is nothing to report.

VII. STUDENT LIFE.

There is nothing to report.

VIII. MISCELLANEOUS.

The competition for laborers in our part of the state is such that it is difficult for us to keep engineers, firemen and janitors. If wages continue to increase it will be wholly impossible to keep them. Is there any possible solution of this difficulty?

IX. SUMMARY.

1. Your decision about summer normal schools away from the institutions will be appreciated.

2. You are asked to accept Mr. Hudelson's resignation.

3. Your advice is sought in arranging to include the two buildings above mentioned in our building plan.

4. Your opinion on the possible adjustment of salaries for engineers, firemen and janitors is requested.

Respectfully submitted,

W. P. MORGAN, *President.*

The question of the transfer of Mr. Hudelson from the Macomb Normal School to the State Normal University was raised, and the statement made that the transfer was with the approval of President Morgan. Mr. Hudelson's resignation was accepted by the Board.

President Shryock presented the following report:

Carbondale, Illinois.

Mr. Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report of the Southern Illinois State Normal University.

I. STUDENTS.

WINTER TERM, 1920.

Normal Department.....	513
High School Department.....	192
Total.....	705

Our enrollment for the Fall term, in the Normal Department, was 536, in the High School 207, total 743. From this it will be seen that we are twenty-three short in the Normal Department and fourteen in the High School. The falling off in the High School enrollment is due partly, to the fact that we enrolled a number of very indifferent students. Three or four found good positions, and four transferred to the Normal Department. The falling off in the Normal Department is due partly to sickness, partly to indifference, but mainly to the teacher shortage. One member of our Junior class took a teaching position in Oklahoma at \$125.00 per month.

II. FACULTY.

Beginning with December thirteenth, Miss Elizabeth Cox took up the work of Mrs. Sue Hutchison Dodd, who was married at the close of the Fall term. The position in the Intermediate Department still remains vacant.

Miss Jennie Mitchell's resignation will take effect at the close of the Winter term. I am not ready to recommend anyone to succeed her.

Miss Emma Bowyer is at present in the University of Chicago, completing her work for her M. A. Miss Fay Miller is in charge of Miss Bowyer's work for the term.

III. ORGANIZATION.

Nothing to report.

IV. THE CURRICULUM.

Nothing to report.

V. BUILDINGS AND GROUNDS.

We have had an uneasy time over the coal situation. At the opening of the Fall term we had approximately 500 tons of coal lying on the ground, most of it having been stored more than a year. Along toward the last of November I notified the two coal companies, Sterling-Midland and John A. Logan, with whom Mr. Kohn had made contracts, that we should like to have two cars per week until further notice. The companies ignored my letters and a little later telegrams received the same treatment. Up to the time of the strike we had received in the aggregate only four car loads. The continued low temperature through December soon wiped out our reserve, and in order to keep the school going we had to buy, what is locally called "country coal." One of the mines is about two and one-half miles from town, the other about five. The coal cost us \$3.00 per ton at the pit mouth and \$3.00 per ton for haulage. We had no trouble in keeping up a supply, but paying \$6.00 per ton for a very poor quality of fuel was a bit unsatisfactory. At present we have a good supply of coal on hands.

VI. AUXILIARY ENTERPRISES.

We have had to raise the price on room and board in Anthony Hall to \$6.00 per week. We have every room filled and are furnishing meals to eighty people who are not lodging in the Hall.

VII. STUDENT LIFE.

Nothing to report.

VIII. MISCELLANEOUS.

Nothing to report.

IX. SUMMARY.

Nothing to report.

Respectfully submitted,

H. W. SHRYOCK, *President.*

President Shryock spoke in detail on the manner of presenting the questionnaire to the students and the results obtained. The questions used and the answers given are made a part of the minutes.

QUESTIONS ASKED AND ANSWERS MADE BY THE STUDENTS OF THE
SOUTHERN ILLINOIS STATE NORMAL UNIVERSITY.

1. In what school grade were you when you seriously entertained the thought of becoming a teacher?
2. What person or persons influenced you in this?
3. Did you come to the Normal School because, having decided to teach, you thought it the proper thing to attend one of the schools established by the State to train teachers?
4. Was it through the influence of some teacher of yours who had attended the Normal School?
5. Was it because you were urged to come by some friend or relative, not your teacher, who had been here?
6. Were you influenced by any address given by a member of the Normal School Faculty?
7. Were you influenced by any literature from the Normal School? If so, what?
8. Did you come because you lived near the Normal School, and believed that it offered the easiest road to a respectable and profitable occupation?
9. Did your home school board or superintendent promise you employment if you would attend a normal school for one year or more years?
10. Did you come because you regarded this as a pleasant place?
11. Did you come because urged by your superintendent to attend a normal school?
12. Did you come because it was most conveniently located?
13. Did your county superintendent advise you to come here?
14. State any other cause, not listed above, that influenced your coming.
15. If several of the foregoing contributed to your decision, number them in the order of their importance—the strongest first.
16. State any arguments that were presented to you in opposition to your coming to the Normal School.

	1	2	3	4	5	6	7	8	9	10	11	12	1st Yr. H. S.	2d Yr. H. S.	3d Yr. H. S.	Jr. H. S.	Sr. H. S.	1st Nor.	2d Nor.
1	2	1	4	9	0	25	74	265	7	4	4	2	0	8	9	4	13	2	4
	Parents.		Teachers.		Relative.		Sister.		Brother.		Mother.		Father.	Friend.					
2	137		7		18		13		14		21		10	7					
3	253																		
4	212																		
5	310																		
6	67																		
7	195																		
8	274																		
9	25																		
10	132																		
11	77																		
12	319																		
13	148																		

Approximately six hundred seventy persons answered the questions. This number includes nearly one hundred fifty High School students.

*We decided to have High School Students answer the questions, because fifty per cent expect to complete the Normal Course. The answers to 14, 15, 16, were negligible. Eleven students stated frankly that they came in order to play foot ball or basket ball. Only seven reported any criticism of the school.

*First year High School students were not present when the survey was made.

In speaking on the question of the teaching of English in a normal school, President Felmley made the statement that every teacher in a normal school must be a teacher of at least three subjects:

- (1) His special subject, whatever that may be.
- (2) Pedagogy.
- (3) English.

He presented and discussed the consolidated report of the results of the questionnaire. The question, "Shall normal school students be asked their opinion of their teachers?" was raised. This evoked much discussion which resulted in the reference of the question to the Normal School Council for their decision and action.

It was suggested that the presidents of the normal schools extend this investigation of how to get the right type of young man and young woman to attend a Normal School to county superintendents, city superintendents, and high school principals.

President Morgan raised the question of the attitude of the Normal School Board towards the recognition of summer schools conducted in various cities of the state. This question arose out of the following situation:

Under the Illinois certificating law certain teachers' certificates are registered or renewed upon evidence of successful teaching and so many weeks of professional study. The State Examining Board was asked by the county superintendents in certain counties whether the work done in certain summer normal schools could be accepted by them for the registration or renewal of such certificates. The Superintendent of Public Instruction thereupon asked the presidents of the normal schools if they would be willing to visit these summer normal schools and decide whether the work offered there would be accepted with credit in the normal school. The presidents of the normal schools agreed to do this. The Superintendent of Public Instruction then announced to the county superintendents of the state that they should allow credit to teachers for work done only in such summer normal schools as were approved by the president of the normal school in that territory.

President Morgan sought the opinion of the Board as to the wisdom of this procedure. It seemed to be the general opinion of the Board that this question was one which should be decided by the president of the school.

Mr. Capen offered the following resolution, which was adopted by the Board:

"RESOLVED, that this Board does not recognize it has any jurisdiction over and cannot have any connection with any summer school except those at the different normal schools and under their immediate supervision and control."

The Board did not consider the recommendation for arrangement of buildings in the proposed building plan.

No action was taken on the question of the salaries of engineers, firemen and janitors.

Chairman Shepardson presented a letter from the Attorney General in answer to the question whether an exchange of teachers between an Illinois normal school and an educational institution of a foreign country could be made with the Illinois Board paying the expenses and salary of the teacher sent to the foreign country.

The answer of the Attorney General is made a part of these minutes. It appears from this that such an exchange could be made if the foreign country would pay the expenses and salary of the teacher sent to it and the Illinois Board pay the salary and expenses of the teacher which comes to the Illinois school.

December 17, 1919.

Mr. Edward J. Brundage,
Springfield, Illinois.

Dear Mr. Brundage:

The government of the Republic of Chile has appropriated \$12,000 to pay the expenses of four teachers to be sent to the United States in exchange for one college or university professor, one high school teacher, one normal school teacher and one vocational education teacher.

Such international exchanges of teachers are highly approved by the best educational authorities. They are considered valuable aides in promoting good feeling between nations. There is a strong public sentiment in the United States in favor of the development of better relationships between our country and the South American republics. The normal school teacher favored by those in charge of this exchange of instructors with Chile is a member of the faculty of the Illinois State Normal University at Normal, Illinois.

I am writing to ask whether it would be within the legal authority of the Normal School Board, connected with the Department of Registration and Education, to designate a normal school teacher for such an international exchange, paying her her full salary for a school year and also her expenses of travel from Illinois to Chile and return; the justification of such action by the Board being the assurance of the Chilean government that it would furnish to the Normal University an equally competent teacher for the same period of time, the Chilean government paying the salary of such an individual and all expenses?

I call your attention to the fact that the interests of the people of Illinois would be in no wise damaged since an English speaking teacher of high scholarship and unquestioned ability would be furnished by the Chilean government for service in the place of the individual thus designated from Illinois for the special service in Chile.

Yours respectfully,
(Signed) FRANCIS W. SHEPARDSON, *Director*.

December 30, 1919.

Hon. Francis W. Shepardson,
Director, Department of Registration and Education,
Springfield, Illinois.

Dear Sir:

Your letter of December 17, received here December 20, inquires in substance whether the Normal School Board has authority to send a teacher of a State Normal School in Illinois to teach in the schools of the Republic of Chile for a school year and pay her full salary for such service, together with her traveling expenses to and from Chile, on condition that the Chilean government furnish the Illinois Normal School an equally competent teacher for the same period of time, the Chilean government paying the salary of such teacher and all expenses.

Careful investigation of the statutes of this State does not disclose that any such power is conferred upon the State Normal School Board. Neither have I been able to find any decision of the courts of this State from which such authority may be safely implied.

However, if it is desired to exchange teachers with the Chilean Republic, I see nothing to prevent the State Normal School Board from granting one of its teachers leave of absence to teach in the schools of Chile, that government to pay her salary and expenses, the Board of Education reciprocating by employing a teacher recommended by the Chilean government and, of course, satisfactory to the Normal School Board, and paying such teacher the salary that might have been earned by the Illinois teacher to whom leave of absence is given.

Very truly yours,
(Signed) EDWARD J. BRUNDAGE, *Attorney General*.

President Lord presented a letter from Mr. R. E. Hieronymus, Community Advisor of the State University. Mr. Hieronymus is arranging for community meetings at all of the five normal schools. While the Board took no formal action, it was the general opinion that these meetings should be encouraged by the president and members of the faculty.

Mr. Richey presented the report of the special committee appointed to investigate the desirability of securing certain lands adjoining the campus of the Western Illinois State Normal School at Macomb. He presented blue prints of the available tracts and their relations to the existing campus, and discussed in detail the questions involved. No definite action on the report was taken by the Board.

He also spoke on the method of advertising the normal schools. The Chairman appointed Messrs. Richey, Allen and Brown as a committee to formulate a definite statement of policy for carrying out the suggestions made by Mr. Richey for advertising the normal schools.

At this time the presidents were asked to retire in order that the Board might consider certain matters. The Chairman stated to the members of the Board that his only object was to allow any member of the Board to present any question or discuss any point which he might not feel free to present or discuss in the presence of the presidents of the schools.

The only question raised related to the necessity of the presidents of the normal schools taking a vacation each year. It was very forcibly presented by several members of the Board that some of the presidents were not taking sufficient vacations. The statement of Dr. Cook to the effect that his breakdown might have been averted if he had detached himself from the work for a vacation each summer was presented. As a result of this discussion, the Board ordered that all the presidents of the normal schools be required to take a vacation of not less than six weeks away from the schools this coming summer.

The Board recorded its appreciation of the luncheon served in Pemberton Hall.

The Board adjourned to meet at DeKalb on Thursday, April 22d.

FRANCIS W. SHEPARDSON, *Chairman*.

FRANCIS G. BLAIR, *Secretary*.

Approved April 22, 1920.

STATE OF ILLINOIS
DEPARTMENT OF REGISTRATION AND EDUCATION

MINUTES OF THE MEETING OF THE
NORMAL SCHOOL BOARD

DeKalb, Illinois,
April 22, 1920.

The State Normal School Board met in the normal school building at DeKalb April 22d, at 9:30 A. M. The following members of the Board were present:

Messrs. Bridges Capen, Owen, Richey, Shepardson, Walker, and Blair.
Absent: Messrs. Allen, Goddard, Neal, and Stitt.

All of the normal school presidents were present.

The minutes of the previous meeting were read and approved.

The Chairman called on each member of the Board to suggest any topic or question for the consideration of the Board.

Mr. Richey made some extended remarks relating to methods and means for securing a larger attendance upon the normal schools. He recommended that the committee be continued and that Mr. Capen be added to the committee. After listening to the suggestions made, the Board referred the matter back to the committee for its further consideration and recommendation.

The Chairman of the Board brought forward the following matters for consideration:

- (1) A better organization for selecting and purchasing books in the building up of the normal school libraries.
- (2) That the presidents of the normal schools should make their reports on the dormitories cover a fixed period, preferably a quarter of a year.
- (3) The disadvantages and advantages of a contract method for purchasing supplies for the normal schools; that a contract made for penholders and certain supplies had been made at a price which was now above that of the price on the same article by retailers in the various towns where the normal schools were located.
- (4) The chairman made a definite statement of the balances in the printing fund for each normal school.

President Brown presented the following report:

DeKalb, Illinois.

April 22, 1920.

Gentlemen: I submit the following report of the Northern Illinois State Normal School.

I. STUDENTS.

1. ATTENDANCE—SPRING TERM, 1920.

	Men and Boys	Women and Girls	Total	Total one year ago.
Normal Department—.....Total	30	210	240	203
Students College Rank.	29	200	229	188
Students below College Rank.	1	10	11	15
Training Department—.....Total	259	249	508	597
Total of all students and pupils.....	289	459	748	800

2. The number of calls for teachers is very much larger than we can hope to supply. The scarcity of teachers indicates that a larger and larger number of schools will be without teachers at all in September. Six months ago on everybody's lips was the question, "Why teach?" but such changes in salaries and positions have been made within six months looking to a greater appreciation of the teacher, that we are now presenting to high school senior classes and to teachers' conventions the subject, "Why not teach?" and we are confident that a larger and larger number of young people of the right kind will enter the Normal Schools in September.

The following constitutes a statistical report relative to teaching appointments for the period September 1, 1919, to April 15, 1920:

Graduates, Class of 1919 and Class of 1920.

Number placed	49
Minimum salary	\$ 1,000
Maximum salary	\$ 1,700
Average salary	\$ 1,102
Average number of years teaching experience.....	$\frac{1}{4}$

Graduates, Classes 1900-1918.

Number placed	41
Minimum salary	\$ 1,025
Maximum salary	\$ 2,300
Average salary	\$ 1,295
Average number of years teaching experience.....	$3\frac{1}{2}$

Undergraduates, any class 1900-1920.

Number placed	37
Minimum salary	\$ 775
Maximum salary	\$ 1,200
Average salary	892
Average number of years teaching experience.....	$\frac{1}{8}$

Location by Counties, all groups above.

Cook.....	45
Kane.....	19
De Kalb.....	17
Winnebago.....	7
Rock Island.....	6

Fourteen other Illinois Counties and five other states represented.

Number of calls not filled, through lack of qualified candidates, 298.

II. FACULTY.

January 28, Miss Florence Stanley, who had charge of the seventh grade in the Normal Practice Building, was attacked by influenza, went almost immediately to her home in Aurora and died before the close of the next week from pneumonia. She was a very acceptable teacher. Her place is being supplied for the rest of this year by Mrs. Mabel Meyers, a woman who before her marriage was a member of the Normal School faculty and who is doing acceptable work. Her salary has been fixed at \$1,200.

The same restlessness which affects society at large finds some expression on our faculty, more among the critic teachers than among other members of the faculty. It is embarrassing to be unable to change salaries any time within a period of twenty-four months, even if some of the members of the faculty are paid less than the men who haul the coal and the ashes.

Miss Edith Patten has reported to me that she will marry at the close of the summer school and hence her place will have to be supplied. We have no recommendation to make in this case yet because it will be very difficult to employ a desirable teacher at so small a salary.

III. THE ORGANIZATION.

The organization of the summer school curriculum has been completed but is somewhat diminished because the appropriation for summer school was so depleted by expenditure last year that it is possible to employ only three-fourths of our present faculty. We recommend as the summer school faculty the list herewith:

Adams, Louise	Neptune, Celine
Buzzard, Robert	Oakland, M.
Edel, Edward F.	Page, E. C.
Foster, Jessica	Parmelee, Anna
Gilbert, Julia	Patten, Edith
Gilbert, N. D.	Phipps, C. Frank
Huntsman, Bertha	Ritzman, F. R.
Lyon, C. L.	Shattuck, Ethel
Mand, Jessie	Sugars, Ray
Merritt, L. Eveline	Vaughn, S. J.
Montgomery, C. E.	Wendling, Elsie
	Whitman, Mary R.

IV. THE CURRICULUM.

The work of completing the curriculum of the two years of collegiate work following the present two years is moving along slowly. We hope, however, to have this in form so that students entering in September may be able to look forward to securing a Bachelor's Degree after completing four years of work here following high school graduation.

V. BUILDINGS AND GROUNDS.

We present herewith the report of the State Fire Marshal touching the main questions heretofore brought before this Board; namely, the fire escapes in Williston Hall, the switchboards in the boiler room and on the stage, etc.

"On the auditorium stage, the wooden contrivance without any combustible cover serving as a shield in front of the cut-out and fuse block is a danger in itself and affords no protection to the carpet covered floor. This block must be installed in a metal cabinet in compliance with the National Electric Code. Cut-out and fuse block must also be installed as above in the laboratories.

"With reference to the power house condition, the ordinary board base of one of the switch boards in the dynamo room must be replaced with a base of non-combustible material to comply with the National Electric Code.

"With reference to the dormitory. Notwithstanding that this building is a four-story structure, the two fire escapes attached to the outer walls of the east and west wings respectively, reach to the third story only, although the fourth floor is occupied by students. Exit to the fire escape attached to the west wing is gained through a student's bedroom which part of the time is locked. In order to reach the platform of the fire escape from this room it is necessary to step over a radiator onto a window sill twenty-seven inches from the floor. The fire escape attached to

the east wing is reached in the same way except that the room through which exit is gained is used as a sewing room. These fire escapes must reach to the fourth story and comply with the specifications attached hereto.

"All waste paper and other inflammable material must be stored in a metal lined or fire-proof bin. Baled paper must not be in excess of one bale.

"Practice School. Entrance doors must be provided with panic bolts.

"Concerning the main building, the present equipment of fire fighting apparatus consists of a number of chemical extinguishers of the one-quart type and one and one-half inch hose attached to the steam pipe on each floor in the main building and dormitory. The hose is stationary and will reach a certain distance only, and the one quart type extinguisher is too small to be effective in the large buildings. I recommend that you supplement the present equipment with one five gallon chemical extinguisher in the power house, one two and one-half gallon extinguisher in the practice school, nine of like size in the main building, and nine in the dormitory."

March 17, 1920.

J. G. REUL, State Inspector.

Before the opening of the school in September we hope that these features of the building may be completely satisfactory.

The roofing contractor, who appeared here January 6 to begin his work on the roof of the main building, has delayed this work because of the weather conditions. He is due to be here any day now since the weather conditions have so changed as to make this work possible.

The coal situation has been serious every month since October. We have used every effort through Springfield and the coal contractors themselves to get sufficient coal to keep the buildings comfortable and to keep the school plant running. Three different times for brief periods we have had to close down the Training School. We have had some anxiety all the time about the coal. Cars have been on the way from Coffeen, Franklin County, as much as twenty-four days before reaching us. Three or four different times we have been compelled to order coal locally and pay a high price for a few tons or to get an inferior grade of coke from the Illinois Northern Utilities Co. in order to keep our building from freezing.

The coal and ash handling device installed by Samuel Olson and Company is working fairly satisfactorily but the dumping device has not yet changed so as to justify us in payment of that bill.

Mr. Ernest Swift, who has been doing very acceptable work as a carpenter since the resignation of Mr. Fred Buck, will leave us on the first of May, and from that period until the first of July we shall attempt to conduct the institution without a carpenter.

VI. AUXILIARY ENTERPRISES.

Williston Hall is filled to its capacity and our greatest need is another woman's dormitory. The number of desirable rooming places is growing less and the number of desirable boarding places in De Kalb is reduced almost to zero. If we had another dormitory that would house one hundred fifty students it could be filled to very great advantage next September. The comfort and convenience, the supervision and management, would be much more satisfactory with another dormitory.

VII. STUDENT LIFE.

Through the efforts largely of the Dramatic Club, a group of students gave in a very acceptable way "The Mollusc." The Jess-Coffer, Martha Miller Company played the "The Rivals" before the student body and the public. Lucine Finch, a very noted story teller, presented to the student body and the public the "Mammy Stories" in her matchless negro dialect. Madame Borgny Hammer and her Company presented "Hedda Gabler" and "The Master Builder", two of Ibsen's plays, to a large and appreciative audience.

A constant effort is made through afternoon and evening parties in the dormitory and in the main building to give social experience to the student body so that all, and especially those coming from rural and village communities, shall be ready to give some kind of leadership when they go back as teachers into such communities.

A young men's club, including all the young men in the institution, has been organized.

May 8th the young women of Williston Hall will give a May Festival.

VIII. MISCELLANEOUS.

Another installment of the brief list of office furniture ordered last November appeared a few days ago. We are hoping that all of it may be here by Commencement.

A meeting of County Superintendents was held on the 15th and 16th of January with a view to creating a more active cooperation between this group of men and the training school.

A Regional Conference, under the direction of the University of Illinois, was held here March 31, morning, afternoon, and evening. About three hundred fifty were in attendance and the Conference was regarded as very beneficial to the school and to the community represented. Among the addresses most acceptable were those of Mrs. Judson, representing the Fair Price Commission; President Owen of the Teacher's College of Chicago; Mr. Eckhardt, the County Adviser; and Mrs. Lake, specialist on community life.

May 7 and 8 a conference will be held with the principals and superintendents of Northern Illinois with a view to a closer cooperation between that group of men, for whom mainly the teachers are trained, and the training school.

IX. SUMMARY.

The two subjects which require the action of this Board are first, the approval of the action of the President in supplying the place of Miss Stanley by the choice of Mrs. Meyer at \$1,200 and the summer faculty as herewith submitted.

Respectfully submitted,

J. STANLEY BROWN, *President.*

We recommend for graduation in June, if their work is satisfactorily completed, the following students:

NAME	COUNTY
Aberg, Helen.....	De Kalb
Adams, Margaret.....	De Kalb
Altenbern, Ruby.....	Stephenson
Atkinson, Ethel.....	De Kalb
Barns, Gladys.....	McHenry
Bell, Mona.....	Kane
Bollman, Ruth.....	Lee
Bristow, Dorothy.....	De Kalb
Brown, Abbie.....	De Kalb
Brown, Mary Ruby.....	Winnebago
Butler, Gyla.....	De Kalb
Cannon, Walter.....	De Kalb
Carlson, Annette.....	De Kalb
Carlson, Edith.....	Winnebago
Chambers, Ora.....	Carroll
Chewning, Cecilia.....	Kane
Corey, Helen.....	De Kalb
Davis, Marion.....	Boone
Dennis, Gertrude.....	De Kalb
Du Val, Dorothea.....	McHenry
Finnegan, Maurine.....	De Kalb
Flodin, Hildur.....	De Kalb
Fowler, Roy.....	De Kalb
Frederick, Leo.....	De Kalb (not present this term)
Garner, John.....	De Kalb
Gilbert, Ruth.....	De Kalb
Gohl, Elvira.....	De Kalb
Gottschalg, Ida.....	Will
Gross, Marie.....	De Kalb (dropped March 10)
Hance, Amelia.....	McHenry
Hermanson, Lottie.....	McHenry
Hermann, Ella.....	Lee
Hjerstedt, Elvera.....	De Kalb

Johnson, Edith V.	Will
Johnson, Margaret	Lake
Johnson, Nina B.	McHenry (not present this term)
Johnson, Ruth	Winnebago
Joslum, Rose	Lake
Julian, Mildred	Lake
Lamb, Mary	Boone
Luhtala, Ellen	De Kalb
Lundberg, Rose Marie	De Kalb
McAdam, Margaret	Kane
McCormick, Florence	Lee
Madden, Veronica	Cook
Marcy, Dorothy	De Kalb
Miller, Beatrice	Whiteside
Miller, Grace	Lee
Miller, Ruth	Ogle
Murray, Pearl	Cook
Olsten, Helen	De Kalb
Paddock, Mildred	Lee
Padley, Eva Jane	Muskegan
Peters, Dorothea	Jo Daviess
Peterson, Geraldine	Cook
Poley, Ruth	Ogle
Raleigh, Aileen	Will
Reed, Katherine	Will
Rice, Ila	De Kalb
Rothwell, Vivian	Ogle
Rust, Gladys	Kane
Sherman, Doris	De Kalb
Skelley, Elva M.	De Kalb
Smith, Willard	De Kalb
Stanchfield, Isabella	Jo Daviess
Stoutenburg, Lois Geneva	De Kalb
Strouss, Maude	Bureau
Swanson, Ruth	Winnebago
Symons, Pearl	Grundy
Tait, Mabel	Kankakee
Taylor, Bernice	Kane
Tully, Nora	Cook
Vogel, Helen	Kane

Students who completed their work in December, 1919 (the end of the fall term), and will receive diplomas in June, 1920.

NAME	COUNTY
Anderson, Ruth L.	Winnebago
Blackinton, Lila	Winnebago
Boardman, George	De Kalb
Hunter, Florence Jean	Cook
Ludwig, Hazel	De Kalb
Mellen, Bernice Lucille	Winnebago
Peterson, Clarence H.	De Kalb
White, Alice	Kane

We call attention to the report of Williston Hall for the quarter ending March 31.

Since the report was put in form we have been informed that Miss Anna King, our second grade critic teacher in the Glidden School, has asked for a leave of absence until the fall term, 1920, on account of illness. We recommend for her place, at the same salary and for the remainder of this year, Mrs. Hazel Oakland, a graduate of this school who has had six years of experience in city school systems, including Chicago Heights and De Kalb.

REPORT OF RECEIPTS AND EXPENDITURES FOR WILLISTON HALL

JANUARY—FEBRUARY—MARCH—1920

RECEIPTS		
Balance on hand,	January 1, 1920	\$ 316.02
Cash Received	Regular Board	9,249.20
	Meals	81.45
	Sales of Paper and Junk	9.60
	Refund	5.65

\$9,661.92

EXPENDITURES.

Cash Expended.	Food	\$ 3,297.55	
	Help	2,109.64	
	Miscellaneous	442.06	
	Repairs	575.61	
	Laundry	137.50	
	Light	9.65	
	Fuel	25.13	
	Refund to Students	5.50	
	Furniture	103.89	
	Utensils	40.19	
		<hr/>	
		\$6,746.72	
Balance on hand March 31, 1920.....		2,915.20	
		<hr/>	
			\$9,661.92

Respectfully submitted,

J. STANLEY BROWN, *President.*

The death of Miss Florence Stanley, critic teacher of the seventh grade, was reported.

The recommendation that Mrs. Mabel Meyers be employed at a salary of \$1,200 as critic teacher of the seventh grade to take the place of Miss Stanley was approved by the Board.

The summer school faculty, as recommended by President Brown was approved by the Board.

The impossibility of students securing board and lodging as formerly in the homes of the people was stressed by President Brown. He felt that the attendance of students living outside of DeKalb would be limited practically by the dormitory capacity, and recommended strongly the need of another dormitory building.

The recommendation that Miss King be granted a year's leave of absence and that Mrs. Oakland be appointed to her place at the same salary was approved by the Board.

President Felmley presented the following report:

Normal, Illinois.

April 22, 1920.

Gentlemen: I submit the following report of the Illinois State Normal University.

I. STUDENTS.

ATTENDANCE—SPRING TERM, 1920.

NORMAL DEPARTMENT AND TEACHERS' COLLEGE.

	Men and Boys	Women and Girls	Total	Total one year ago.
Total.....	80	316	395	337
Students of College Rank.....	66	287	353	288
Students below College Rank.....	14	29	42	49
Training Department Total.....	.....	.....	843	1,009
Students in University High School.....	89	130	219	186
Pupils in Metcalf School.....	200	214	314	401
Pupils in Soldiers' Orphans' Home.....	.....	.....	310	422
Non-Residents.....	.....	.....	220	585
Students in Correspondence Classes.....	.....	.....	150	315
Students in Extension Classes.....	.....	.....	70	270
Total all students and pupils.....	.....	.....	1,459	1,931
Attendance Winter Term, 1920.....	.....	.....	.....	.....
Normal Department Total.....	105	358	463	351
Students of College Rank.....	79	316	395	313
Students below College Rank.....	26	42	68	38
Training Department Total.....	473	490	963	1,011
Students in University High School.....	96	132	228	207
Pupils in Metcalf Building.....	186	206	392	402
Pupils at Soldiers' Orphans' Home.....	191	152	343	402
Non-Resident Total.....	.....	.....	220	585
Extension Students.....	.....	.....	150	315
Correspondence Students.....	.....	.....	70	270
Total of Students and Pupils—Winter Term...	.....	.....	1,646	1,947

In the Normal department the increase is 17 per cent.

In the high school the increase is.....18 per cent.

It is the present policy at the S. O. Home to place the children with families, whenever possible, consequently the population of the Home is declining; the brightest and most docile children are permanently placed, while the children least attractive in appearance, intelligence, and disposition return. The children sent to the Home remain for a comparatively short time. Hence, it becomes difficult to plan a progressive course of study containing subjects other than the ordinary book studies of the elementary school.

GRADUATING CLASS.

The students named below are candidates for graduation from the various curriculums. Some will finish June 10, others July 23, others Sept. 1, 1920. The faculty recommends that diplomas be issued to these students as soon as they have fully met the requirements for graduation.

SENIOR COLLEGE (11)

Adams, Walter S.....	Hughes, Emma
Alexander, Portia.....	Lindsey, Vernon
Bate, Lanston.....	Moore, Mrs. Blanche
Canopy, Williard.....	Roberts, Charles
Harper, Anna Belle.....	Sloan, Grace V.
Huffmaster, Clifford.....	

JUNIOR COLLEGE (38)

Anderson, Wm, Royal.....	Mack, Helen
Bailey, Mary.....	Mitchell, Jessie
Baird, Lillian.....	Nelson, Gilbert
Bloomquist, Mae.....	Nichols, George Elzie
Clendenen, Ruth.....	Pillipp, Alma
Cobb, John L.....	Pils, Meta
Connell, M. Regina.....	Piper, Georgine
Courtright, Mrs. Ruby.....	Puterbaugh, Ruth
Crompton, Mabelle.....	Strothoff, Mary D.
Currie, Irene.....	Sutherland, Mrs. Pearle
Day, Rachel.....	Swift, Bonnie
Fowler, Edna.....	Thompson, Mary

Goodwin, May	Tyson, Ethel
Heinle, Edith	Warfield, Elizabeth
Henninger, Louise	Weaver, Marion
Hopwood, Lois	White, Ernestine
Holtschlag, Theresa A.	Yoder, Leta
Jensen, Elmer	Ziebold, Eugene
Knight, Julia	
Lusher, Jessie	

UPPER GRADES (16)

Brandenberger, Grace	McKinley, Florence
Brock, Della	McKinley, Mildred
Dearth, Mildred	MacMillan, Jane
Dobson, Margaret	Naysmith, Vardee
Hansen, Mabel	Nelle, Pauline
Johnson, Verna	Springstun, Elizabeth
Loop, Ida McKinley	Sweat, Verla
McDaniel, Anna	Williams, Lillian

LOWER GRADES (16)

Anderson, Grace Fuller	Leslie, Ruby
Evans, Leta C.	Leutwiler, Vesta
Feely, Agnes	McManus, Laura
Gant, Helen	Mills, Marie
Hanks, Mina	Minor, Lydia
Hennesy, Lorene	Rethorn, Sara
Hyde, Adelia	Rosell, Gertrude
Kenney, Nelle	Wright, Luella

KINDERGARTEN (12)

Adams, Althea	Maxey, Bessie
Arends, Luella	Meyer, Florence
Belsly, Bessie	Taylor, Elizabeth
Fisher, Beatrice	Tucker, Grace
Fledderman, Ruth	Watters, Elizabeth
Magoon, Williamena	Williamson, Mary Louise

MANUAL TRAINING (5)

Birkhead, Zae	Rosell, Clarence
Hanson, Archie	Sterling, William
Langfeldt, Grover	

MUSIC (1)

Logan, Rotha	
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ART AND DESIGN (3)

Custer, Bernadine	Phillips, Aline
Haynes, Helen	

HOUSEHOLD SCIENCE (2)

Aitken, Isabel	Tate, Mrs. Lola
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HOME ECONOMICS (2 yrs.) (8)

Buchanan, Kathryn	Springer, Bess
Daniels, Louise	Springer, Laura
Evanoff, Atanaska	Van Deventer, Faye
Jenne, Grace	Waterbury, Marian

HOME ECONOMICS (3 yrs.) (1)

Rentchler, Marjorie	
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AGRICULTURE (5)

Bone, Maurice	Plummer, Vernon
Burrus, Harold	Watson, Lynn
Current, Seymour	

COMMERCIAL (11)

Bullock, Norma	Putnam, Luella
Collins, Phyllis	Welch, Florence
Funk, Ruth	Wells, Ethel Rose
Hughes, Rachael	Wilson, Florence
Lamberton, Margaret	Wilson, Mrs. Pearl
Perks, Sarah	

THREE-YEAR (9)

Brining, Mamie	Hilsabeck, Hugh R.
Ebert, Laura	Rethorn, Eula
English, Elizabeth	Runeberg, Esther
Hershey, Helen	Zeller, Rose
Harris, Hattie C.	

TOTAL 138

BUILDINGS AND GROUNDS

The legislature made to this institution a liberal appropriation for repairs. We find it very difficult to get the repairs made, partly because of the slow action in the

office of the State Architect, partly because of the scarcity of workmen in the building trades. At the present time only \$14,415.52 of the \$20,756 appropriated have been expended.

MISCELLANEOUS.

We are making unusual efforts to attract students to the normal schools and are enlisting the aid of our alumni. We have in press an eight-page booklet on the outlook for teaching which we shall distribute among the high-school seniors of the state. We are writing letters to many of them who are especially interested in teaching. We feel confident of enrolling 400 new students in September. We are, however, very doubtful of our next year's senior class. Apparently the majority of our juniors attracted by the high wages offered even to the holders of second-grade certificates will seek positions for next year. I see no prospect of bringing the normal schools up to the standards of 1916 until the supply of teachers so far exceeds the demand that school boards will be free to reject half-prepared candidates.

THE CALENDAR FOR 1920-21.

The following calendar is recommended for 1920-21:

Monday, September 6, 1920, Opening of Elementary Training School.

Monday, September 12, 1920, Fall term opening of the Normal and High School departments.

Friday,	December 3, 1920,	Fall term ends.
Monday,	December 6, 1920,	Winter term begins.
Wednesday,	December 22, 1920,	Holiday Recess.
Wednesday,	January 5, 1921,	Winter term resumes.
Thursday,	March 10, 1921,	Winter term ends.
Monday,	March 21, 1921,	Spring term begins.
Monday,	May 2, 1921,	Mid-Spring term begins.
Thursday,	June 9, 1921,	Annual Commencement.
Monday,	June 13, 1921,	First Summer term begins.
Monday,	July 25, 1921,	Second Summer term begins.
Wednesday,	August 31, 1921,	Second Summer term ends.

Respectfully submitted,

DAVID FELMLEY, *President I.S.N.U.*

The recommendation of 138 candidates for graduation was approved by the Board.

He reported the resignation of 12 teachers. Most of them are resigning because they could not live on the salaries which they at present were receiving.

His recommendation that a year's leave of absence be granted to Miss Eleanor Sheldon, head of Fell Hall, on the conditions set forth in his report, was approved by the Board.

His recommendations that Mr. Fred S. Sorrenson be made professor of public speaking at a salary of \$2,160 for 36 weeks, that Miss Ruth Virginia Simpson be made assistant professor of domestic art at a salary of \$1,530 for 36 weeks, that Miss Alice H. Ropes be appointed as instructor in music at a salary of \$1,260 for 36 weeks were approved.

His action in employing Miss Mary Garvin as teacher of civics and history for the spring term at a salary of \$500 and Mrs. J. L. Pricer for three weeks at a salary of \$100 as teacher of grammar and Miss Mildred McConnell as teacher of grammar at a salary of \$250 were approved by the Board.

His list of teachers recommended for the summer school was approved by the Board.

President Felmley made an impressive statement on the danger of a breakdown in the faculty due to resignations unless some immediate financial aid were found and applied. This statement was supported by Mr. Capen. After some discussion Chairman Shepardson was requested by the Board to see if a certain portion of the \$500,000 emergency fund appropriated to the Governor by the general assembly could not be applied to this emergency situation in the five normal schools.

President Shryock presented the following report:

Carbondale, Illinois.

April 22, 1920.

Gentlemen: I submit the following report of the Southern Illinois State Normal University.

I. STUDENTS.

ATTENDANCE—SPRING TERM, 1920.

Department.....	Boys	Girls	Total	Grand Total
Normal.....	188	355	543	.....
High School.....	89	71	160	703

Total enrollment in the two Departments for the Fall term was 746.

Total enrollment in the two Departments for the Winter term was 721.

While the present total enrollment, 703, is below the other two terms, the loss has been in the High School; the Normal Department being larger this term than in either of the preceding. Our big enrollment will not come until May eleventh. We usually add from two to three hundred in the Normal Department at the opening of the Mid-Spring term.

NAMES AND ADDRESSES OF THE SENIORS OF 1920

NAME	COURSE	TOWN
Mary Lois Adams.....	General.....	Brownville,
Uldene Sarah Adams.....	General.....	Sparta,
Arthur J. Andrews.....	General.....	Allendale,
Bessie H. Andrews.....	General.....	Allendale,
Mary C. Andrews.....	General.....	Anna,
Royal A. Barth.....	Commercial.....	Cisne,
Elmer Clyde Belford.....	General.....	Golconda,
Velma H. Bernard.....	Language.....	Golconda,
Julia H. Bender.....	General.....	Carlyle,
Marguerite G. Blair.....	General.....	Cartter,
Gail A. Boynton.....	General.....	Centralia,
Sada Bramlet.....	General.....	Eldorado,
Glen D. Brasel.....	Manual Arts.....	Salem,
Esther Brockett.....	Language.....	Norris City,
Lois Butler.....	General.....	Shawneetown,
Bertha M. Cape.....	General.....	Shawneetown,
Ruby O. Cerney.....	General.....	Cobden,
Arthur W. Cox.....	General.....	Carbondale,
Allen B. Churchill.....	Agriculture.....	Golconda,
Nellie N. Clutts.....	General.....	Thebes,
Florence M. Creed.....	General.....	Cleveland, Okla.
V. Holman Crest.....	General.....	Equality,
W. Lloyd Davies.....	General.....	Vienna,
Wilma H. Dieckmann.....	Commercial.....	Keyesport,
Minnie Doolen.....	General.....	Kinmundy,
Gussie Mathis Downing.....	General.....	Vienna,
Dean M. Ewing.....	General.....	Baldwin,
Vermilia L. Eberhardt.....	Language.....	Carbondale,
Lonnie E. Etherton.....	General.....	Carbondale,
Harvey O. Eubanks.....	General.....	Mulkeytown,

H. Ira Featherly	Agriculture	Iuka,
Genevieve Felts	General	Carbondale,
Albyanna Field	General	Belknap,
R. Earl Fildes	General	Clay City,
David H. Fishel	General	Cisne,
Virgil J. Fishel	Language	Cisne,
Samuel Franklin	Manual Arts	East Alton,
Lillian C. Floyd	General	Carbondale,
Elsie M. Fulenwider	General	Jonesboro,
I. Edith Genre	General	Carbondale,
Lillian Genre	General	Carbondale,
Webb Gram	Commercial	Stonefort,
Marie Griese	General	Oakdale,
Edythe Hails	General	Irvington,
Lola L. Hails	General	Irvington,
Margaret Hall	General	Belle Rive,
Wilson Halter	Manual Arts	Carbondale,
Mary Harvick	General	Bellmont,
Clara Heaton	General	New Burnside,
Rhomaine Henderson	General	Marion,
Bertha Holaday	General	Louisville,
Caroline Holaday	General	Louisville,
Ruth Hood	General	Vienna,
Flora Hord	General	Keyesport,
Edna Huck	General	Nashville,
Jess Jackson Holmes	General	West Frankfort,
Wilma J. Jessop	General	Lebanon,
Marion Jordan	General	Fairfield,
Inez M. Keith	General	Alto Pass,
Eulalia M. Krill	Household Arts	Granite City,
Elizabeth Loyd	General	Shobonier,
Nina Lindsay	General	Tilden,
Daisy L. Mayne	General	Mt. Carmel,
Louise Marshall	General	Kalamazoo, Mich.
Marian McCall	Household Arts	Buncombe,
Ben F. McCreery	Language	Carbondale,
Berthel McNeilly	General	Walnut Hill,
Zilpha McKinney	Household Arts	Carbondale,
Theodosia M. Meng	Commercial	Belleville,
Lucy C. Moore	Household Arts	Equality,
Nola Monroe	General	Carbondale,
Mary Morgan	General	Kinmundy,
Hannah Metchan	Art	Cairo,
Ruth E. Mugge	Household Arts	Golconda,
Franklin Musgrave	General	Fairfield,
Stella M. Norton	General	Centralia,
George Lester Orr	Language	Cisne,
Myrtle Patrick	General	Murphysboro,
Marie Philp	General	Waltonville,
Daisy Pick	General	Granite City,
Hetty Pick	General	Granite City,
Anna Pinkerton	General	Coulterville,
Vina Prindle	General	Mounds,
Roscoe Pulliam	General	Milstadt,
Margaret Pyatt	General	Pinckneyville,
Alberta Robertson	General	Carbondale,
Nelle J. Robertson	General	Buncombe,
Dorothy Sams	General	East St. Louis,
Henry E. Schrey	General	Olney,
Florence A. Seneff	Household Arts	Mt. Erie,
Gladys M. Shaw	General	Carbondale,
Ruby L. Simmons	General	Marion,
Alta M. Skelly	Art	Pinckneyville,
Herman A. Sparr	General	Olney,
Thos. J. Speer	General	Jacob,
Minnie E. Stalions	General	Delwood,
Mabel K. Stearns	General	Bosky Dell,
Gladys M. Steel	General	Murphysboro,
Clarence C. Stein	General	Cisne,
Grace Stewart	General	Willisville,
Mabel T. Stewart	Household Arts	Thompsonville,
Hilleary Talbot	Agriculture	Freeburg,
Floreida Templeton	General	Pinckneyville,
Mary Elizabeth Thielecke	General	Grand Tower,
Eva Thies	Commercial	Steeleville,
Orpha Wagner	General	Newton,
Elizabeth Walker	General	Cleveland, Okla.
Lillian Warnecke	General	Centralia,
Clara Weatherford	Art	Pinckneyville,
Roy White	General	Campbell Hill,
Blanche Wilhelm	General	Carbondale,
Helen Wilhelm	Language	Carbondale,
Nellie Woracheck	General	Grantsburg,
Mary A. Wyatt	General	Cartter,
Edward Yates	Manual Arts	Belle Rive,
Gail Yost	General	Carbondale,

GRADUATES OF THE SOUTHERN ILL. STATE NORMAL UNIVERSITY.

Class of 1876.....	5	Class of 1899.....	22
Class of 1877.....	4	Class of 1900.....	17
Class of 1878.....	13	Class of 1901.....	12
Class of 1879.....	4	Class of 1902.....	19
Class of 1880.....	10	Class of 1903.....	17
Class of 1881.....	8	Class of 1904.....	18
Class of 1882.....	9	Class of 1905.....	28
Class of 1883.....	10	Class of 1906.....	21
Class of 1884.....	16	Class of 1907.....	18
Class of 1885.....	10	Class of 1908.....	16
Class of 1886.....	13	Class of 1909.....	32
Class of 1887.....	28	Class of 1910.....	28
Class of 1888.....	13	Class of 1911.....	27
Class of 1889.....	8	Class of 1912.....	29
Class of 1890.....	11	Class of 1913.....	39 H.S. 13
Class of 1891.....	18	Class of 1914.....	44 H.S. 14
Class of 1892.....	22	Class of 1915.....	55 H.S. 21
Class of 1893.....	17	Class of 1916.....	55 H.S. 31
Class of 1894.....	22	Class of 1917.....	104 H.S. 27
Class of 1895.....	19	Class of 1918.....	94 H.S. 33
Class of 1896.....	23	Class of 1919.....	64 H.S. 31
Class of 1897.....	29	Class of 1920.....	116 H.S. 36
Class of 1898.....	26		

TEACHERS' SALARIES

The increasing scarcity of qualified teachers has become a matter of national concern. Legislatures have increased school revenues, and school boards are offering salaries commensurate with the high cost of living and the remuneration afforded in other occupations that appeal to educated young men and women. At this date one young man of our graduating class is elected Superintendent at Delavan at a better salary than is paid to four of our teachers with the rank of professor. A young woman not yet graduated will receive in the community high school at Minier a larger salary than is paid by you to 37 out of the 42 women teachers employed in the State Normal University. Another young girl of 21 who has spent three years at Normal, without experience in teaching except in our training school, will receive at Saunemin a larger salary than is paid to six of your instructors all of more extended preparation and of from five to eighteen years' experience.

It is likely that teachers' salaries generally throughout Illinois will next year be thirty per cent higher than this year. The teachers in this institution had no general increase in salaries from 1911 till 1919. In that year there was an average increase of fifteen per cent, although the average increase in teachers' salaries throughout the state within these eight years had been more than twenty per cent.

Now with mounting prices and wages the normal school teachers find themselves with no prospect of better salaries for the coming year. The younger ones are resigning. I plead with them to remain. I endeavor to assure them that better salaries will be provided in the next budget, but this promise falls upon hesitating ears. The older ones are caught like rats in a trap. Through years of study and experience with their special problems they have fitted themselves for high efficiency in their present positions. In corresponding measure they are unfitted for other work. The dwindling dollar means a constant shrinkage in their actual incomes, a shrinkage that I suspect today is not shared by any equal body of workers in our state.

THE FACULTY.

The following teachers have resigned since your last meeting:

Miss Margaret Glassow, Instructor in Physical Education,
Miss Agnes Elizabeth Fay, Instructor in Music,
Miss Lilah Geussenhainer, Instructor in Household Science,
Miss Georgia Latta, Instructor in the Kindergarten,
Miss Pearl Salter, Assistant Professor in Household Art,
Mr. Arthur Boley, Principal at the Soldiers' Orphans' Home,
Miss Ruth Litchfield, Teacher at Soldiers' Orphans' Home,
Miss Edna G. Benson, Instructor in Design,
Mr. Vincent Lalane, Instructor in French,
Miss Marie Sorenson, Instructor in English Grammar,
Miss Caroline Larrick, Teacher at the Soldiers' Orphans' Home,
Miss Anne E. Gates, Teacher at the Soldiers' Orphans' Home.

Miss Eleanor Sheldon, head of Fell Hall and Assistant Professor of English, asks for one year's leave of absence beginning July 24. She pledges herself to return to her present position at the end of the year, providing her salary is increased as much as the salaries of the other women with the rank of Assistant Professor. She wishes to spend the year in graduate study at the University of Michigan.

I recommend that the request be granted, and that Miss Edith Atkin, Assistant Professor of Mathematics, be appointed head of Fell Hall for the year beginning July 24, 1920, at Miss Sheldon's salary.

I recommend the following appointments for the year beginning September 1, 1920:

Fred S. Sorrenson of Chicago as Professor of Public Speaking at a salary of \$2,160 for 36 weeks. Mr. Sorrenson is a graduate of the Central State Normal School at Mt. Pleasant, Michigan, of Mount Morris College (A. B.) and of the University of Michigan (A. M.) He has taught two years in public schools and five years as college instructor in English and Public Speaking.

Ruth Virginia Simpson of Leroy, Illinois, as Assistant Professor of Domestic Art at a salary of \$1,530 for 36 weeks. Miss Simpson studied Home Economics two years in this institution, two years in the Teachers' College of Columbia University, New York. She has taught at Leroy, at Spearfish, and for the past five years in Stout Institute at Menomonie, Wisconsin.

Alice H. Ropes of Detroit, Michigan, as Instructor in Music, at a salary of \$1,260 for 36 weeks. Miss Ropes is a graduate in Music of the Kansas State University, and has had extended experience as a teacher of music including three years in the State Normal School at Oshkosh, Wisconsin.

I have employed for the spring term as teacher of Civics and History, Miss Mary Garvin, A. M., of the University of Illinois, at a salary of \$500. And to carry on the work of Professor Sanford, who left on April 9, Mrs. J. L. Pricer of Normal for three weeks at a salary of \$100, followed by Miss Mildred McConnell of Atlanta, Georgia, six weeks for \$250. Mrs. Pricer was for several years teacher of Grammar in this institution. Misses Garvin and McConnell are former students.

The following list of teachers for the summer term is recommended for your approval:

INSTRUCTORS FIRST SUMMER TERM, JUNE 14—JULY 23, 1920

O. L. Manchester, (Dean) Economics.....	525	Clara E. Ela, Drawing.....	255
E. A. Turner, General Method.....	525	Earl Case, Geography.....	250
H. H. Schroeder, Education.....	435	Lawrence Hurst, History.....	250
D. C. Ridgley, Geography.....	435	Ethel E. Lyon, Reading.....	250
John L. Pricer, Botany.....	390	Mildred McConnell, Pub. Speak.....	250
W. A. L. Beyer, Political Science.....	390	Ethel Oldaker, Penmanship.....	250
A. C. Newell, Manual Training.....	390	Frances Buschman, Domestic Art.....	250
J. Rose Colby, Literature.....	390	Earle W. Rugg, Civics.....	250
George H. Howe, Mathematics.....	390	Verle Sells, Shorthand.....	250
F. W. Westhoff, Music.....	360	Perna Stine, Nature Study.....	250
A. R. Williams, Accounting.....	360	L. H. Bowyer, Arithmetic.....	240
Hugh A. Bone, Rural Education.....	360	Ruth A. David, Arithmetic.....	240
F. D. Barber, Physics.....	360	Eunice Blackburn, Geography.....	240
H. W. Adams, Chemistry.....	360	Anna Blake, Physiology.....	240
H. A. Peterson, Psychology.....	360	Edna G. Benson, Art.....	240
Clyde Hudelson, Agriculture.....	340	L. Geussenhainer, Cookery.....	240
H. F. James, Art.....	330	Agnes Fay, Music.....	240
J. G. Kuderna, Psychology.....	330	Caroline Fairchild, Typing.....	240
Kiturah Parsons, Dietetics.....	312	Alma Hamilton, Grammar.....	240
Ralph H. Linkins, Zoology.....	360	Roberta Lee Davis, Grammar.....	225
Lilian O. Barton, Dean of Women.....	300	Lillian Gubelman, Grammar.....	225
Alice J. Patterson, Rural Education.....	300	Ella Rose Dean, Chemistry.....	225
Thomas Barger, Physics.....	300	Glenn Griggs, Algebra.....	225
L. L. Caldwell, Education.....	300	Alta Scott, English.....	225
D. R. Henry, Education.....	300	Annetta B. Cooper, Domestic Art.....	225
W. W. Jennings, Sociology.....	300	Ruby Scott, Rhetoric.....	225
Chester P. Miller, Education.....	300	Lora Dexheimer, Language.....	225
L. G. Schnellen, Physics.....	300	Mima Maxey, Latin.....	225
W. R. Spurrier, History.....	300	Ruth Glassow, Phys. Education.....	225
Laura Van Pappelendam, Handwork.....	300	Nellie Thompson, 1st Primary.....	225
H. H. Edmunds, Arithmetic.....	275	Lura Eyestone, 2nd Primary.....	225
O. A. Townes, History.....	275	Jessie Dillon, 3d and 4th grades.....	225
Ruth V. Simpson, Sewing.....	275	Christine Thoene, 5th and 6th.....	225

Eleanor Sheldon, English.....	270	Grace A. Owen, Reading.....	180
Elmer Cavins, Orthography.....	270	Grace Moberly, Phys. Education.....	180
H. H. Russell, Geography.....	270	T. J. Lancaster, 7th and 8th grades.....	180
Alva Drago, Mechanical Drawing.....	270	Irma Imboden, Percentage.....	150
Margaret E. Lee, Story Telling.....	270	Lydia Clark, Phys. Education.....	130

INSTRUCTORS SECOND SUMMER TERM, JULY 26—SEPT. 1, 1920.

Ralph Pringle, Director, Geometry.....	465	Earl Case, Geography.....	250
M. J. Holmes, Education.....	435	Marion Corey, Phys. Education.....	250
I. N. Warner, Mathematics.....	350	Ethel L. Delzell, Domestic Science.....	250
M. F. Gleason, Art and Design.....	340	C. H. Dorris, Civics and History.....	250
H. A. Peterson, Psychology.....	300	Gertrude Lobdell, Europe History.....	250
H. W. Adams, Chemistry.....	300	Isabel Hazlett, Grammar.....	250
Martha Hunt, Mathematics.....	300	C. Bruce Hitch, Physiology.....	250
Walter W. Jennings, Social and Econ.....	300	Frances Mae Kilcullen, Intermed. Lang.....	250
Ethel G. Webb, Household Art.....	300	Mildred McConnell, Reading.....	250
Alva Drago, Manual Training.....	275	Eva Mitchell, Literature.....	250
Sarah L. Doubt, Biology.....	275	W. A. Potter, Music.....	250
Thomas Emery, Physics.....	275	Beulah Selsam, Shorthand and Typ.....	250
Moses R. Staker, Education.....	275	Allen T. Wright, Literature.....	250
Edith Atkin, Arith. Dean of Women.....	270	Jennie Whitten, French and Spanish.....	225
Ralph Linkins, Zoology.....	250	Jane Blackburn, Primary Method.....	225
H. H. Russell, Geography.....	250		

VOCATIONAL EDUCATION.

By the terms of the Smith-Hughes Act, funds are to be paid to approved teacher-training institutions covering half the cost of instruction and operating expense of classes devoted entirely to the training of vocational teachers under the Smith-Hughes Act. This institution was approved for the training of teachers of Home Economics and Agriculture for the year ending June 30, 1918, and received \$3,335 reimbursement. In the next year we were approved for Home Economics only and received \$2,466. But these funds under the provisions of the Civil Administrative Code were immediately turned into the state treasury.

In my opinion we are not carrying out the plain intent of the Smith-Hughes Act, which is that the Federal Aid shall not reduce the amount expended by the states, but shall be added to the expenditure previously made by them. At Normal we have no more teachers of Home Economics or Agriculture than we had in 1916 before the Smith-Hughes Act was passed. The teachers are no better nor are they paid relatively higher salaries. There is no increased provision for the maintenance of this department. The state has simply absorbed the funds apparently in violation of Article VIII, section 2, of the Constitution.

Two of our teachers of Home Economics have resigned because of insufficient salaries. For one of these positions I have thus far been able to find no suitable candidate at the salary provided, \$1,260. We have been unable to open our practise house in Home Economics because the high rents and cost of coal, gas, water, electric current and necessary service are too high to saddle upon the students who will occupy the house. If we could retain the Smith-Hughes money awarded us, half of this expense would be borne by that fund.

In Agriculture we need a second teacher.

The situation in that department was clearly set forth by the letter addressed to you by Mr. A. W. Nolan, State Supervisor of Vocational Agriculture. That letter was read to you at the meeting of August 11, 1919, near the close of your session, but nothing has come of it. We should have a second teacher of agriculture next year. I therefore earnestly request that you take such action as will secure for use in this institution the allotment of Smith-Hughes funds that are awarded to it.

CURRICULUMS.

The various curriculums of this institution have been shortened from twenty-six to twenty-four credits to comply with the action taken by you at the meeting of August 11, 1919. We have usually omitted one course in Education, sometimes one credit in practise teaching, if the students standing in two terms exceeds 85 per cent.

On April 1 we were visited by a committee of six from the University of Illinois who are to report upon the question of admitting the graduates of our teachers college to the graduate school of the University. Exception was taken to the liberal amount of admission credit : to holders of teachers' certificates obtained by examination.

II. FACULTY.

Our Mr. Lodge of the Athletic Department has been in the Hospital since early in February. About March twelfth he was taken from the local Hospital to the Sanatorium at Battle Creek, Michigan, where he underwent an operation. He will undoubtedly recover, but will not likely return to us before the Summer term.

At the close of the Winter term Miss Jennie Mitchell, of the English Department, withdrew from the school. Miss Elizabeth Cox was transferred from the Junior High School to the English Department of the Normal proper. Miss Sarah Mitchell, Miss Jennie's sister, a graduate of our school, A. B., of the Northwestern University, was appointed to the place vacated by Miss Cox. Miss Sarah, at the time of her appointment was a member of the English Department in the East St. Louis High School. She also taught one year in the Bemidji, Minnesota High School. She is really, in my judgment, a brilliant teacher.

At the close of the Summer term Miss Anne McOmber will withdraw from the school. For her position I recommend Mr. Albert Hunt, head of the Commercial Department, Murphysboro Township High School. After graduating he worked for a year in a bank, then accepted a position in the Murphysboro Township High School, which he has held for four years. He will be a real addition to the Commercial Department.

At the close of the Summer term Miss May Hayes of the Piano Department will retire. I am not ready at this time to recommend anyone as her successor.

Miss Gertrude Eckhard, Librarian, will also retire at the end of the Summer term. I have not yet found anyone to take her place.

The position, Special Critic teacher, grades 3, 4, 5 and 6, is still vacant.

		Pay, Summer term, ending June 30th.	Pay, Summer term, ending July 30th.
Mr. G. W. Smith.....	History.....	120.....	240
Mr. G. D. Wham.....	Pedagogy.....	120.....	240
Mr. W. A. Furr.....	Supt. Training School.....	120.....	240
Mr. W. T. Felts.....	Mathematics.....	120.....	240
Mr. S. E. Boomer.....	Physics.....	120.....	240
Mr. J. P. Gilbert.....	Biology.....	120.....	240
Mr. F. H. Colyer.....	Geography.....	120.....	240
Mr. R. E. Muckelroy.....	Agriculture.....	120.....	240
Mr. G. M. Browne.....	Chemistry.....	120.....	240
Mr. J. M. Pierce.....	French.....	120.....	240
Mr. L. C. Peterson.....	Manual Training.....	120.....	240
Mr. F. G. Warren.....	Mathematics.....	120.....	240
Mr. W. M. Bailey.....	Biology.....	120.....	240
Mr. W. O. Brown.....	Geography.....	100.....	200
Mr. G. C. Bainum.....	Music.....	100.....	200
Mr. E. G. Lentz.....	History.....	100.....	200
Mr. Tracy L. Bryant.....	Commercial.....	100.....	200
Miss Inez L. Hollenberger.....	Physical Training.....	100.....	200
Miss Mary M. Steagall.....	Biology.....	100.....	200
Miss Emma L. Bowyer.....	English.....	100.....	200
Miss Helen Baldwin.....	Latin.....	90.....	180
Miss Elizabeth Hickson.....	English.....	90.....	180
Miss Grace E. Jones.....	Household Arts.....	90.....	180
Miss Gladys P. Williams.....	Art.....	90.....	180
Miss Anne McOmber.....	Commercial.....	90.....	180
Miss Mae Trovillion.....	English.....	90.....	180
Miss Elizabeth Cox.....	English.....	90.....	180
Miss Grace L. Burket.....	Art.....	90.....	180
Mr. G. W. Cisne.....	Mathematics.....	90.....	180
Miss Florence P. King.....	Critic, 1st gr.....	90.....	180
	Critic.....	90.....	180
Miss Edith Bell.....	History.....	90.....	180
Miss Lulu R. Clark.....	Critic, 3rd gr.....	90.....	180
Dr. D. B. Parkinson.....	Physics.....	80.....	160
	Athletics.....	80.....	160
Miss Lucy K. Woody.....	Household Arts.....	80.....	160
Miss Wanda Newsum.....	Physical Training.....	80.....	160
Mr. Edward Miles.....	Commercial.....	80.....	160
Miss May Hayes.....	Piano.....	80.....	160
Mr. Ralph Swain.....	Violin.....	80.....	160
Mrs. Julia Chastaine.....	Violin.....	80.....	160
Miss Sarah Mitchell.....	English.....	80.....	160
Miss Gertrude Eckhard.....	Librarian.....	80.....	160
Mrs. Vivian Swain.....	Piano.....	80.....	160
Miss Genevieve Felts.....	Library (student).....	30.....	60

FACULTY LIST FOR 1920-21

I recommend the employment of the following faculty for the coming year:

President, Head of English Department—

H. W. Shryock, Ph. B. \$5000.00—52 Weeks.

Professors—

G. W. Smith, A. M., History and Civics. 3000.00—36 Weeks.
 G. D. Wham, Ed. B., Psychology and Pedagogy. 3000.00—36 Weeks.
 W. A. Furr, A. M., Supt. of Training School. 3000.00—36 Weeks.
 D. B. Parkinson, A. M., Ph. D. Physics— $\frac{1}{2}$ Time. 1500.00—36 Weeks.
 W. T. Felts, Ed. B., Mathematics. 2800.00—36 Weeks.
 S. E. Boomer, A. M., Physics. 2800.00—36 Weeks.
 J. P. Gilbert, A. M., Biology. 2800.00—36 Weeks.
 F. H. Colyer, A. B., Geography and Geology. 2600.00—36 Weeks.
 R. E. Muckelroy, S. B., Agriculture. 2600.00—36 Weeks.
 G. M. Browne, Chemistry. 2600.00—36 Weeks.
 W. M. Bailey, S. M., Biology. 2400.00—36 Weeks.

Assistant Professors—

J. M. Pierce, A. M., French and Spanish. 2300.00—36 Weeks.
 L. C. Petersen, S. B., Manual Training. 2300.00—36 Weeks.
 F. G. Warren, A. B., Mathematics. 2300.00—36 Weeks.
 W. O. Brown, A. B., Rural School Work. 2100.00—36 Weeks.
 G. C. Bainum, A. B., Head Music Dept. 2100.00—36 Weeks.
 E. G. Lentz, History and Civics. 2100.00—36 Weeks.
 William P. Lodge, Physical Training Men. 2000.00—36 Weeks.
 Tracy L. Bryant, Commercial, Registrar, Bus. Agt. 2000.00—36 Weeks.
 Inez L. Hollenberger, Ph. B., Physical Training (W). 1800.00—36 Weeks.
 Mary M. Steagall, Ph. B., Ed. B., Biology. 1800.00—36 Weeks.
 Emma L. Bowyer, A. M., English. 1800.00—36 Weeks.
 Helen Baldwin, A. M., Latin. 1800.00—36 Weeks.
 Elizabeth C. Hickson, A. M., English. 1800.00—36 Weeks.

Instructors—

Grace E. Jones, Household Arts. 1700.00—36 Weeks.
 Gladys P. Williams, Drawing and Design. 1700.00—36 Weeks.
 Mae Trovillion, A. M., English. 1600.00—36 Weeks.
 Elizabeth Cox, A. M., English. 1600.00—36 Weeks.
 Grace Burket, Drawing and Design. 1500.00—36 Weeks.
 Albert Hunt, Commercial. 1500.00—36 Weeks.
 Lucy K. Woody, Household Arts. 1400.00—36 Weeks.
 Wanda Newsum, Physical Training Women. 1400.00—36 Weeks.
 Edward Miles, Commercial Dept. 1350.00—36 Weeks.
 Piano. 1200.00—36 Weeks.
 Ralph Swain, Music. 1000.00—36 Weeks.
 Julia Chastaine, Music. 800.00—36 Weeks.

Critics—

W. G. Cisne, Principal Junior High School. 1900.00—36 Weeks.
 Florence P. King, Grades 1 and 2. 1600.00—36 Weeks.
 Fadra R. Holmes, Grades 5 and 6. 1600.00—36 Weeks.
 Edith Bell, A. B., Junior High School. 1500.00—36 Weeks.
 Lulu R. Clark, Grades 3 and 4. 1400.00—36 Weeks.
 Sarah Mitchell, A. B., Junior High School. 1400.00—36 Weeks.
 Special Grades 1—6. 1400.00—36 Weeks.
 Gertrude Eckhard, Librarian. 1100.00—36 Weeks.
 Kate W. Youngblood, Secretary to the President. 1800.00—36 Weeks.

Civil Service Employees—

Frank Lauder, Engineer. 1200.00—52 Weeks.
 W. H. Goddard, Head Janitor. 1200.00—52 Weeks.
 Frank Bowers, Fireman. 1100.00—52 Weeks.
 John Amon, Janitor. 1000.00—52 Weeks.
 Lee Sherretz, Fireman. 1000.00—52 Weeks.
 Frank Mayhew, Janitor. 900.00—52 Weeks.
 George Cruse, Farmer. 900.00—52 Weeks.
 W. T. Noonerm, Janitor. 840.00—52 Weeks.
 J. L. Rippetoe, Watchman. 840.00—52 Weeks.
 G. H. Edmunds, Farm Laborer. 720.00—52 Weeks.

III. ORGANIZATION.

Nothing to report.

IV. THE CURRICULUM.

Nothing to report.

V. BUILDINGS AND GROUNDS.

Nothing to report.

VI. AUXILIARY ENTERPRISES.

We have had to notify prospective students that we shall charge \$7.00 per week for room and board in Anthony Hall for the Summer Session. Mrs. Mackey, who for the past two years has acted as Matron, has tendered her resignation. She plans, I think, to go west. We shall probably arrange to have a working housekeeper and a member of the Faculty to act as head of the house.

VII. STUDENT LIFE.

Nothing to report.

VIII. MISCELLANEOUS.

I wish the Board would decide whether we are to grant leave of absence, without pay, in order to allow a member of the Faculty to enter a university for advanced work. I have an impression that some of the members of the Board have expressed disapproval of the policy. Two of our Faculty, Miss Lucy Woody of the Household Arts Department, and Miss Lulu Clark of the Training School, would like to attend Columbia next year if they can be sure their places will be open for them when they return.

The ministerial association of the colored ministers of Carbondale, through a colored business man, Mr. Frank Jackson, has asked permission to hold a pay entertainment in the form of a lecture in the Auditorium. I should like a ruling of the Board on this matter, because whatever precedent is established now is likely to be appealed to from time to time in the future.

IX. SUMMARY.

Nothing to report.

Respectfully Submitted,

H. W. SHRYOCK, *President.*

His recommendation of teachers as set forth in his report for the summer school was approved by the Board.

His recommendation of members of the faculty for next year, as set forth in his report, was approved by the Board.

President Lord presented the following report:

Charleston, Illinois.

April 22, 1920.

Gentlemen: I submit the following report of the Eastern Illinois State Normal School.

I. STUDENTS.

ATTENDANCE—SCHOOL YEAR, 1919-1920.

	Men and Boys	Women and Girls	Total	Total one year ago.
Normal Department—..... Total	90	250	340	326
Students of College Rank.....	41	154	195	169
*Students below College Rank.....	*49	*96	*145	*157
Training Department—..... Total	161	184	345	356
Students in High School (Ninth Yr. of Jr. H.S.)..	22	56	78	86
Pupils in Elementary School (Grades 1 to 8).....	139	928	267	270
Non-Residents—..... Total	.....	.....	.....	.....
Students in Extension Classes.....	.....	.....	.....	.....
Students in Correspondence Classes.....	.....	.....	.....	.....
Total all students and pupils.....	251	434	685	682
*Includes Senior High School X, XI, and XII..	27	50	77	26

I recommend the following candidates for graduation in June, 1920, provided they complete the required work by the end of the 1920 summer term:

- | | |
|-----------------------------------|-----------------------------------|
| 1. Adams, Faye | 35. James, Ila Marie |
| 2. Adams, Ralph Roy | 36. Keller, Carrie May |
| 3. Allen, Robert Joseph | 37. Kogel, Carrie Anna |
| 4. Armstrong, Elba Milo | 38. Lambert, Florence Ethel |
| 5. Ault, Verna Mary | 39. Leutwiler, Ruby Elizabeth |
| 6. Baker, Dorothy | 40. Linthicum, Cecil Ivan |
| 7. Bell, Bonnie | 41. Linthicum, Ruth Lucile |
| 8. Best, Eva Adeline | 42. Lowe, Edith Marion |
| 9. Bray, Helen Marie | 43. Mann, Margaret Faye |
| 10. Brown, Edith Lillian | 44. McAlister, Fae Sharp |
| 11. Busby, Lois | 45. McCabe, Merrell Linn |
| 12. Carman, Max Griffin | 46. McEvoy, Olivia Blanche Herron |
| 13. Carney, Margaret Virginia | 47. McTaggart, Marguerite Mary |
| 14. Champion, Margaret | 48. Moore, Blanche Rebekah |
| 15. Cummings, Ruby Matilda | 49. Peters, Edith Margaret |
| 16. Deames, Mae Dona | 50. Prather, Charles Lee |
| 17. Dearnbarger, Christina Nellie | 51. Price, Imogene Muriel |
| 18. Delana, Oleta Blanche | 52. Randall, Gertrude Elizabeth |
| 19. Driscoll, Margaret Agnes | 53. Sellars, Dorothy Frances |
| 20. Edman, Martha Virginia | 54. Serviss, Trevor Knott |
| 21. Eversole, Miriam Grace | 55. Shafer, Doris Mabel |
| 22. Feagan, Margaret Ellen | 56. Shirkliff, Alvena Elizabeth |
| 23. Ferguson, Fred Grant | 57. Springer, Florence Emily |
| 24. Fleming, Mildred Anne | 58. Tearney, Inez Mazie |
| 25. Foster, Flavia Maude | 59. Thompson, Aleen Crews |
| 26. Griffin, Veva Mary | 60. Turner, Stephen Gilpin |
| 27. Greathouse, Bernice | 61. Walker, Martha Pauline |
| 28. Haddock, Lilian Ruth | 62. Western, Gertrude Elizabeth |
| 29. Haley, Josephine Marita | 63. Whitesel, Harry Alfred |
| 30. Hampton, Ida Marguerite | 64. Wickham, Lulu Estella |
| 31. Hargis, Elbert Thomas | 65. Wilson, Floyd Emerson |
| 32. Haworth, Genevieve Marie | 66. Wilson, Lucille Maude |
| 33. Hoffman, Lillian Etta | 67. Zehner, Nellie |
| 34. Hoult, Agnes | |

II. THE FACULTY.

1. Resignations.

Miss Ruth Forsberg, head of Pemberton Hall, \$1,500 and maintenance, resigned April 1, 1920.

Mr. F. M. Jewell, Biological Science, recommended for appointment January 12, 1920, at \$2200 for 36 weeks, could not get release from his present position.

2. I recommend the following for appointment:

Miss Martha Molyneaux, head of Pemberton Hall, \$1500 and maintenance effective April 1, 1920.

Miss Ada V. Spencer, Biological Science, \$2000 for 36 weeks, effective January 15, 1920.

Mr. Henry Johnson, History work in the Training School, two months, rate \$1350 for 36 weeks.

Miss Minnie E. Cassady, Training Teacher, one month, rate \$1350 for 36 weeks.

3. I recommend the following increases in salaries for the present school year:

Mr. L. F. Ashley, Manual Arts, from \$2000 to \$2200 for 36 weeks instead of \$2150 as recommended at the meeting of the Board January 12, 1920—effective February, 1920.

Mr. Earl R. K. Daniels, English, from \$1500 to \$1650 for 36 weeks, effective February, 1920.

4. The outstanding need is now, as always, the need for first-rate teachers: teachers of the right personality, adequate scholarship, skill in teaching and aptitude for teaching.

It is proper to repeat and to reiterate the fact that the normal schools of Illinois cannot pay the salaries paid in some other normal schools nor the salaries paid in high schools of our own state and of some other states. Our salaries and our schools must be compared with the best salaries and the best schools, of course. Our pleas to the next legislature for money for salaries must be made demands if necessary.

I recommend the following for appointment for our 1920 Summer School:

Allen, Fiske.....	Supervisor, Training School.....	\$ 337.50
Ashley, L. F.....	Manual Arts.....	275.00
Balliet, Thomas M.....	Lectures on Education.....	275.00
Bishop, Mellie E.....	Training Teacher, Fourth Grade.....	200.00
Blackburn, Lura.....	Recreation Director.....	250.00
Booth, Mary J.....	Librarian.....	350.00
Bucks, Olive.....	History.....	200.00
Crowe, A. B.....	Physics and Chemistry.....	300.00
Daringer, Helen Fern.....	English.....	375.00
Doty, Esther W.....	Assistant Librarian.....	150.00
Ford, Ellen A.....	Algebra and Orthography.....	400.00
Geddes, Grace.....	Training Teacher, Second Grade.....	200.00
Gifford, Edna M.....	Drawing.....	200.00
Kellerman, Marcus.....	Lecture-recital in music.....	150.00
Koch, Friederich.....	Music.....	237.50
Lantz, Charles P.....	Physical Education.....	250.00
Lean, Cora L.....	Penmanship.....	200.00
Major, Ruth.....	Music.....	187.50
McKinney, Isabel.....	English.....	275.00
Modesitt, Raymond L.....	Mathematics.....	400.00
Morse, Anna H.....	Training Teacher, First Grade.....	212.50
Neal, Orra E.....	English.....	225.00
Orcutt, Emily R.....	English.....	200.00
Pickard, Louise C.....	Assistant Librarian.....	174.00
Rooke, Marguerite.....	Home Economics.....	200.00
Seymour, R. J.....	Physiology and Hygiene.....	300.00
Shortess, Lois F.....	Assistant Librarian.....	121.00
Skeffington, Florence.....	English.....	275.00
Spencer, Ada V.....	Zoology.....	250.00
Spencer, Blanche B.....	Mathematics.....	150.00
Stevens, Leah I.....	Training Teacher, Seventh Grade.....	200.00
Taylor, E. H.....	Mathematics.....	250.00
Thomas, S. E.....	History.....	450.00
Transeau, E. N.....	Botany.....	350.00
Vial, N. S.....	Agriculture.....	262.50
Weller, Annie L.....	Geography.....	325.00
Widger, H. D.....	Reading.....	500.00
Wilson, Lester M.....	Psychology.....	450.00
	Geography.....	200.00
	History.....	187.50
	Mathematics.....	200.00
	Physical Education.....	200.00
	Training Teacher, Fifth and Sixth Gr.....	175.00
	Training Teacher, Third Grade.....	187.50
	Training Teacher, Rural School.....	200.00

\$11,557.50

III. THE ORGANIZATION.

Proposed School Calendar 1920-1921.

Fall Term, Twelve Weeks

Monday, September 13, 1920.....Registration
 Tuesday, September 14.....Class work begins
 Friday, December 3, 4:00 P. M.....Fall term ends

Winter Term, Twelve Weeks

Monday, December 6.....Registration
 Tuesday, December 7.....Class work begins
 Monday, December 20.....Regular class work
 Thursday, December 23, 4:00 P. M. }
 Tuesday, January 4, 7:30 A. M. } Holiday recess
 Friday, March 4, 4:00 P. M.....Winter term ends

Spring Term, Twelve Weeks

Monday, March 7.....Registration
 Tuesday, March 8.....Class work begins
 Saturday, March 19, 4:00 P. M. }
 Tuesday, March 29, 7:30 A. M. } ... Easter recess
 Monday, April 25.....Registration for mid-spring term
 Friday, June 3, 4:00 P. M.....Spring term ends

Summer Term, Twelve Weeks

First Half Term, Six Weeks

Monday, June 13.....Registration
 Tuesday, June 14.....Class work begins
 Friday, July 22, 12:10 P. M.....First half term ends

Second Half Term, Six Weeks

Monday, July 25.....Registration
 Tuesday, July 26.....Class work begins
 Friday, September 2, 12:10 P. M.....Second half term ends
 School Year 1921-1922—Fall Term begins Monday, September 12.

IV. THE CURRICULUM.

Beginning September, 1920, the Eastern Illinois State Normal School will include:

I. The Illinois State Teachers' College

1. The Senior College
2. The Junior College

II. The Training School

1. The Senior High School
2. The Junior High School
3. The Elementary School

Curriculums.

I. The Diploma Curriculum for preparation of teachers for the grades

II. Degree Curriculum for preparation of the following:

1. Primary Teachers
2. Intermediate Teachers
3. High Schools and Special Teachers
4. Supervisors and Principals

Description of Curriculums

I. The Diploma Curriculum, two years, will consist of 24 credits according to the recommendation of the Normal School Presidents' Council adopted by the Normal School Board.

II. The Degree Curriculums, four years, will consist of 48 credits distributed as follows:

Education (including psychology and teaching).....	12	credits
English.....	6	“
Laboratory Science.....	3	“
Social Science.....	2	“
Hygiene.....	1	“
A Major Subject.....	12	“
A Minor Subject.....	6	“
Elective.....	6	“

Total.....48 “

Five recitations a week in each subject in the Junior College
Four " " " " " " " " Senior College

Physical Education (2 Years), Penmanship, and work in the use of the Library are required in addition to the 48 credits.

The choice of a major subject is among the following:

Primary Education	History
Intermediate Education	Home Economics
Supervision	Manual Arts
Agriculture	Mathematics
Drawing	Music
English	Science (Biological)
Foreign Language	Science (Physical)
Geography	

Justification of the Plan.

1. In a teachers' college education should be emphasized: therefore the student in every term of every year has one course in education (including psychology and practice teaching).

2. Since the college grants a degree, its graduates should have attained some proficiency in a chosen branch of knowledge; therefore the student in every term of every year has a course in the major subject of his choice.

3. Since a college graduate should not be narrow in his education, he has another subject continued for two years and a chance to elect a subject or subjects for two years.

4. Since a teacher should have some mastery of the English language, English is required for two years.

5. The curriculum includes also a year's work in a laboratory science, two credits in a social science, and one in hygiene.

V. BUILDINGS AND GROUNDS.

The equipment of our new tunnel with service pipes is necessary if the school is to be kept in session. A complete breakdown is imminent. \$3,000, the amount recommended by the Supervising Engineer, was appropriated for this tunnel complete; but the State Architect was unable to get a bid for the concrete tunnel at less than \$2,900. This leaves only \$100 for equipping the tunnel with service pipes, and Mr. Postel estimates that this installation will cost from \$1,600 to \$1,800. The only funds we have which could be used for this purpose are our *Repair* and *Contingent* funds. It would be a perfectly proper expenditure from our Repair Appropriation, as it replaces a worn-out steam line which was run through a sewer tile; but our heating plant is old and needs rather extensive repairs and it does not seem wise to draw upon our repair fund for this amount if it is possible for us to use our Contingent Appropriation of \$2,000. In my opinion, it is a true contingency.

VI. AUXILIARY ENTERPRISES.

PEMBERTON HALL—REPORT OF RECEIPTS AND EXPENDITURES FOR THE SCHOOL YEAR 1919-20, UP THROUGH MARCH 31, 1920.

Cash balance July 31, 1919.....		\$ 2,111.54
Receipts August 1, 1919, to March 31, 1920:		
Room rent.....	\$ 2,952.50	
Board.....	12,408.75	
Guest fees.....	265.15	
Parties, receptions, etc.....	196.00	
Sales.....	27.50	
Miscellaneous.....	6.00	15,855.90
		<hr/>
		\$17,967.44
Expenditures August 1, 1919, to March 31, 1920:		
Salaries.....	\$2,886.45	
Office Expenses.....	170.78	
Food supplies.....	9,608.09	
Coal for kitchen range.....	80.00	
Heat.....	1,142.17	
Gas.....	12.27	
Electric current.....	311.60	
Water.....	8.56	
Laundry.....	382.07	
Bedding.....	332.04	
Household supplies.....	934.59	
Miscellaneous operating supplies.....	31.55	
Repairs.....	727.66	
Refund of board and room.....	54.75	16,682.58
		<hr/>
Cash balance March 31, 1920.....		\$ 1,284.86

TEXTBOOK LIBRARY AND SCHOOL STORE—REPORT OF RECEIPTS AND EXPENDITURES FROM JULY 1, 1919, TO MARCH 31, 1920.

Cash balance July 1, 1919.....		\$1,009.79
Receipts for the period:		
Book rent.....	\$925.00	
Sale of textbooks.....	80.34	
Sale of miscellaneous school supplies.....	534.60	1,539.94
		<hr/>
		\$2,549.73
Expenditures for the period:		
Student labor.....	\$ 76.88	
General office supplies.....	12.65	
Printing.....	7.25	
Textbooks.....	1,196.02	
Textbook library supplies.....	16.02	
Refund of book rent.....	2.00	
Miscellaneous school supplies for sale.....	712.69	2,023.51
		<hr/>
Cash balance March 31, 1920.....		\$ 526.22

STUDENTS' LOAN FUND—REPORT FOR PERIOD JULY 1, 1919, TO MARCH 31, 1920.

Cash balance July 1, 1919.....		\$2,008.63
Receipts for the period:		
Notes paid—Principal.....	\$557.75	
Interest.....	48.94	606.69
		<hr/>
		\$2,615.32

Loans for the period.....	\$ 575.00
Cash balance March 31, 1920.....	\$2,040.32
Notes receivable outstanding March 31, 1920.....	1,062.25
U. S. Liberty Bond.....	500.00
Total amount of fund March 31, 1920.....	\$3,602.57

VIII. MISCELLANEOUS.

1. We have recently received from the City of Charleston a bill for water rent for the seven months preceding April 1, 1920, for \$200 a month, or \$1,400. The City has been holding up our bill for water rent since August, 1919, attempting to put our meter in order. The largest amount shown by meter since we have paid water rent is 1,211,600 gallons at $8\frac{1}{2}$ cents a 1,000—\$102.98, an amount considered by an expert as excessive. From October, 1918, to August, 1919, the monthly bills sent us by the City were for \$42.80. The rates we have paid per 1,000 gallons have varied from $8\frac{1}{2}$ cents to 24 cents, depending upon the amount of water used.

After careful investigation, we find that there is little or no chance to get a water supply on our own grounds and we must make the best terms we can with the City.

2. I think it proper to offer free tuition to Latin-American students and to make an effort to help them make a living. If Spanish is put into our curriculums, in rare cases such students may be given some classes in Spanish.

3. Mr. Whittenberg, of the Department of Public Instruction, wishes to present at the State Fair some moving pictures, showing certain activities of the normal schools. So far as the Eastern Illinois State Normal School is concerned, I doubt the advisability of our undertaking this in view of our limited funds.

IX. SUMMARY.

Action of the Board is requested to cover:

1. Candidates for graduation
2. Two resignations
3. Four appointments for present school year
4. Two increases in salaries of present school year
5. Appointments for 1920 summer school

Respectfully submitted,

L. C. LORD, *President*.

His recommendation for the approval of members of the graduating class as set forth in his report was approved by the Board.

His recommendation of Miss Martha Molyneaux as head of Pemberton Hall at a salary of \$1,500 and maintenance to take the place of Miss Ruth Fersberg to become effective April 1st, 1920, was approved by the Board.

The appointment of Miss Ada V. Spencer, biological science, at \$2,000 for 36 weeks, effective January 15th, 1920, was approved by the Board.

The appointments of Mr. Henry Johnson, history work in the training school, for two months at the rate of \$1,350 for 36 weeks, and Miss Minnie Cassidy, training teacher one month, at the rate of \$1,350 for 36 weeks were approved.

His recommendations of increasing the salaries of Mr. L. F. Ashley, manual arts, from \$2,000 to \$2,200 for 36 weeks, effective February, 1920, and of Mr. Earl R. K. Daniels, English, from \$1,500 to \$1,650 for 36 weeks, effective February, 1920, were approved by the Board.

His recommendation of teachers for the summer school as set forth in his report was approved by the Board.

A recommendation respecting a course leading to the degree of Bachelor of Education as set forth in the report was approved by the Board.

President Morgan presented the following report:

Macomb, Illinois.

April 22, 1920.

Gentlemen: I submit the following report of the Western Illinois State Normal School.

I. STUDENTS.

1. ATTENDANCE—SPRING TERM, 1920.

	Men	Women	Total
Normal Department—			
Students of College Rank.....	24	122	146
Students below College Rank.....	45	75	120
Training Department—			
Students in High School.....	48	62	110
Students in Elementary School.....	90	91	181
Students in Extension.....	56	486	542
Students by Correspondence.....	1	6	7
	264	842	1,105

2. ATTENDANCE.—WINTER TERM, 1919-20.

Normal Department—			
Students of College Rank.....	30	116	146
Students below College Rank.....	62	84	146
Training Department—			
Students in High School.....	54	64	118
Students in Elementary School.....	95	96	191
Students in Extension.....	68	496	564
	319	846	1165

3. At the beginning of this spring quarter six men withdrew and six women entered, all of whom were of college rank. Seventeen men and nine women who were below college rank withdrew. Six boys and two girls withdrew from the high school division.

A few weeks ago the Otis intelligence test was given to all of our students and as a whole they ranked exceptionally well. Several made grades ranking them geniuses and a few made grades ranking them far below normal. In the main these tests show a very close correlation also to the grades that the students have made in their regular classes.

4. There is a very small class to graduate in June. The list follows:

NORMAL

- | | |
|-----------------------------|------------------------|
| 1. Behrensmeyer, Marguerite | 9. Ruddell, Mabel Lois |
| 2. Crabtree, Fern | 10. Schuppert, Leonore |
| 3. Donaldson, Della | 11. Schleich, Edith |
| 4. Foster, Erma | 12. Wear, Miriam |
| 5. Hall, Grace | 13. Whitford, Neva May |
| 6. Lemmer, Theodore R. | 14. Williamson, Gladis |
| 7. McDonald, Iva | 15. Wardell, Margaret |
| 8. Morgan, Lucile | |

SPECIAL

1. Behrensmeyer, Marguerite—Physical Education
2. Crabtree, Fern—Mathematics and Physics
3. Morgan, Lucile—Drawing and Design
4. Slater, Dorothy—Science

COLLEGE.

1. Alton, Clarence E.
2. Putong, Cecilio

A much larger class will graduate in July. There are several who have completed enough work to entitle them to graduation from the academic course and they will be given academic diplomas. That list, however, will be approved by the faculty as per your former suggestion.

II. THE FACULTY.

1. I wish to report the following resignations,—

To take effect at end of spring term:

Mr. R. G. Linder, assistant in Chemistry and Physics

To take effect at end of summer term:

Miss Hazel Bond, assistant in English.

Miss Maude Robinson, head of Department of Physical Education for

Women.

There are also requests for leave of absence as follows:

Miss Eva Colby, head of department of home economics, wishes to study in the University of Chicago.

Miss Blenda Olson of the department of French wishes to study abroad.

Miss Mabel Corbin, assistant in English, wishes to study, write and travel.

Mr. Paul Winchell, assistant in Manual Training, wishes to study.

Others may resign or ask for leaves later.

2. I wish to recommend the following,—Miss Mary Bennett as an assistant in the department of biology and agriculture for this spring quarter at \$184.00 per month; Mr. Roy Sallee, as teacher of agriculture at \$140 per month to begin May 17th and finish the spring term.

3. It has been very difficult to fill positions satisfactorily which have become vacant at the salaries which are specified. It would not be unexpected if other vacancies give the same difficulty that has been experienced in the vacancy in the agriculture department. Some provision must be made against such a condition another time if our standards are to be kept up.

4. There are three departments in the school in which it is difficult to keep teachers because the work is too heavy. These departments are English, Physical Education for women, and Music. More teachers must be added as soon as there is money to pay them.

5. Recommendations for Summer School Faculty:

S. B. Hursh, Professor and Dean	\$435	for six weeks
Caroline Grote, Professor and Dean	382	for six weeks
R. R. Simpkins, Professor	435	for six weeks
Wayne Wetzel, Professor	345	for six weeks
E. E. Van Cleve, Professor	400	for six weeks
D. P. Hollis, Professor	400	for six weeks
R. M. Ginnings, Professor	400	for six weeks
Herbert Bassett, Professor	400	for six weeks
H. D. Waggoner, Professor	400	for six weeks
F. H. Currens, Professor	400	for six weeks
W. L. Schuppert, Professor	400	for six weeks
Blenda Olson, Assistant Professor	271	for six weeks
J. C. Burns, Assistant Professor	271	for six weeks
Mabel Sweet, Assistant Professor	271	for six weeks
Maude Robinson, Assistant Professor	271	for six weeks
Mabel Corbin, Assistant Professor	271	for six weeks
Hazel Bond, Assistant Professor	271	for six weeks
Eva Colby, Assistant Professor	275	for six weeks
Jessie Buckner, Assistant Professor	275	for six weeks
J. T. Kirk, Assistant Professor	275	for six weeks
Roy Sallee, Assistant Professor	210	for six weeks
H. C. Seal, Assistant Professor	269	for six weeks
W. H. Kessel, Assistant Professor	255	for six weeks
E. L. Jay, Assistant Professor	275	for six weeks
O. L. Champion, Assistant Professor	281	for six weeks
Edith Dallam, Instructor	160	for six weeks
Nelle Simpson, Instructor	52.50	for six weeks
Louis A. Tohill, Instructor	225	for six weeks
Alice M. Murray, Instructor	225	for six weeks
C. E. Alton, Instructor	150	for six weeks
Paul Winchell, Instructor	250	for six weeks
Cora Hamilton, Principal of Training School	275	for six weeks
Alma Erswell, Training Teacher	225	for six weeks
Katherine Thompson, Training Teacher	225	for six weeks
Bessie Cooper, Training Teacher	225	for six weeks

Lillian Miller,	Training Teacher	\$ 210	for six weeks
Lola Hughes,	Training Teacher	210	for six weeks
Myrtle Duncan,	Training Teacher	370	for six weeks
Ethel Ray,	Training Teacher	145	for six weeks
Fanny Jackson,	Librarian	269	for six weeks
Ruby Mullen,	Assistant Librarian (student)	107.50	for six weeks
Mildred Lantz,	Assistant Librarian (student— $\frac{1}{2}$ Time)	60	for six weeks
Alberta Strome,	Assistant Registrar, Instructor	217.50	for six weeks

III. ORGANIZATION.

There is nothing to report at this time under topics 1, 2, 3 and 4.

5. The following calendar has been approved by the faculty:

Term	Opening	Closing
Fall	September 13	December 3
Winter	December 6	March 11
Spring	March 14	June 8
Midspring	May 2	July 22
Summer	June 13	July 22

Vacations have been arranged as follows:

Thanksgiving	November 25 and 26
Christmas	December 17 to January 3
Spring	April 22 to May 2

IV. THE CURRICULUM.

1. Nothing to report.

2. Instead of the one general four-year curriculum which we have had for three years we have planned three four-year curriculums; one for elementary teachers; one for supervisors, principals, and superintendents; and one for high school teachers and principals. These will be printed in our general catalog Number 46.

V. BUILDING AND GROUNDS.

1. Most of the repairs planned for this year are about completed with the exception of the ones required on the cornice and roof. The walks and drives have had nothing done to them yet although some crushed rock has been delivered for that purpose.

The supervising architect has had the building inspected and has been planning for the repairs to be undertaken this summer. I will report what is to be done at the next meeting.

VI. AUXILIARY ENTERPRISES.

1. The quarterly report for Monroe Hall shows an inventory of foods in the store room in the amount of \$2,704.37 and a balance in the bank of \$2,027.86 with bills and orders outstanding in the amount of \$691.02, leaving an unencumbered balance of \$4,041.21.

The quarterly report for the Cafeteria shows an inventory of goods on hand in the amount of \$378.19 and a balance of \$84.27 in the bank with bills and orders outstanding in the amount of \$413.00. This leaves an unencumbered balance of \$49.46.

VII. STUDENT LIFE.

1. From time to time there have been scattering requests for social dancing in the gymnasium, but these have not been sufficient to warrant its introduction although dancing has been permitted at the Women's dormitory for several years. Recently about three-fourths of the student body have requested it and a committee of faculty members and students have worked out a tentative plan. The first dance was given in the gymnasium last Friday night with satisfactory results.

VIII. MISCELLANEOUS.

1. Books and periodicals which were boxed at the end of last summer's term and sent to the bindery at Pontiac have just been returned after several letters urging immediate delivery. The library has been without the use of these books five-sixths of the regular school year. It would seem that these books should be bound elsewhere unless they can be returned more promptly.

2. The engineers, firemen, janitors, and groundmen are continually resigning and going elsewhere for better wages. Unless there is an immediate decline in wages offered by the industries in Macomb we shall be unable to secure anyone for any of these positions during next year at the salaries appropriated.

Miss Caroline Grote and Miss Bessie Cooper have filed official notification that they have elected to come under the "Institutional Pension Fund".

IX. SUMMARY.

1. You should approve the list of June graduates on condition that each one keeps up his class standing until graduation, and also on condition that others who may qualify may be added by a vote of the faculty.

2. The resignations of Mr. Linder, Miss Bond, and Miss Robinson should be accepted.

3. Action should be taken on the leaves of absence of Miss Colby, Miss Olson and Miss Corbin, which have been requested.

4. The appointment of Miss Bennett and Mr. Sallee should receive your consideration.

5. The faculty for the summer school should be elected.

6. The calendar may need your approval.

Respectfully submitted,

W. P. MORGAN, *President.*

The recommendation of candidates for graduation as set forth in the report was approved by the Board.

The resignation of Mr. R. G. Linder and Misses Bond and Robinson were accepted by the Board.

The recommendation that Misses Colby, Olson, Corbin, and Mr. Paul Winchell be granted a year's leave of absence was approved by the Board.

The recommendations of Miss Mary Bennett as assistant in the department of biology and agriculture for the spring quarter at \$184 per month, and Mr. Roy Sallee as teacher of agriculture at \$140 per month to begin May 17th and to continue through the spring term were approved by the Board.

His recommendation of teachers for the summer school as set forth in the report was approved by the Board.

MONROE HALL

WESTERN ILLINOIS STATE NORMAL SCHOOL,

Macomb, Illinois,

April 1, 1920.

President W. P. Morgan, Western Illinois State Normal School, Macomb, Illinois:

DEAR SIR:

The following is a report of the receipts and expenditures of all moneys for Monroe Hall from January 1, 1920, to March 31, 1920, inclusive:

RECEIPTS

From Whom	For What	Amount
Balance.....		\$2129.92
Students.....	Room Rent.....108 wks. @ \$1.00	\$108.00
	321 wks. @ 1.25	401.25
	330 wks. @ 1.50	495.00
	98 wks. @ 1.75	171.50
	8 wks. @ 2.50	20.00
		1195.75
	Board	858 wks. @ 4.50
Mrs. Donohoe Banquets and Meals for Guests		3861.00
C. W. Hudelson	Dairy Supplies	76.25
Vera Hall	Fumigators	3.77
State Auditor	Laundry for School	2.00
Students	Laundry	89.09
		10.00
		\$7367.78

EXPENDITURES

To Whom	For What	Amount
Coasts Products Co. and Others.....	Groceries.....	\$1674.63
Employees.....	Service.....	1125.00
Macomb Creamery Company.....	Dairy Supplies.....	498.90
Wilson & Co. and Others.....	Meats.....	692.03
Schnarr Bakery.....	Bread and Rolls.....	267.75
Cent. Ill. Pub. Serv. Co.....	Gas and Electricity.....	273.60
E. M. Conger.....	Plumbing.....	7.60
J. W. Campbell and Others.....	Hardware.....	9.05
M. Michaels and H. Grove.....	Board Refunded.....	19.75
American R. R. Express Co.....	Express.....	4.21
H. H. Smith and Others.....	Mdse. and Mangle Cover.....	45.48
Charles Purdum.....	Electrical Supplies.....	37.95
P. D. Roark.....	Drugs and Flavors.....	9.85
J. C. Smith.....	Window Glass.....	10.55
Dudman Printery and Others.....	Stationery and Cash Book.....	7.30
W. P. Morgan, W. I. S. N. S.....	Coal and Water.....	625.00
Ira Post.....	Freight.....	2.41
Troy Laundry Company.....	Repairs.....	4.60
National Ammonia Company.....	Ammonia.....	19.76
Albert Pick and Company.....	Metal Key Tags.....	4.50
Balance.....		2027.86
		\$7367.78
Cash Balance at Beginning of Quarter.....	\$2129.92	
Inventory Goods Beginning of Quarter.....	2468.53	\$4598.45
Bills and Orders Outstanding.....		600.89
Unencumbered Balance.....		\$3997.56
Cash Balance at End of Quarter.....	\$2027.86	
Inventory Goods on Hand Quarter.....	2704.37	4732.23
Bills and Orders Outstanding.....		691.02
Unencumbered Balance.....		4,041.21
Gain.....		\$ 43.65

(Signed) CAROLINE GROTO.

To the Department of Registration and Education:

I submit the Quarterly Report of the Cafeteria in the Arts Building of the Western Illinois State Normal School.

Total Receipts from January 1, 1920, to April 1, 1920.....\$ 1,332.92
 Balance on hand January 1, 1920.....24.25

Total.....\$ 1,357.17

Meals served, 5,099.
 Average per meal, 26c.

DISBURSEMENTS

Coasts Products Company.....	Canned Goods.....	\$100.00	
Senn Bros.....	Groceries.....	186.26	
Butterfield Brothers.....	Groceries and Meat.....	305.21	
Sullivan.....	Groceries.....	4.45	
A. Lindsay.....	Groceries.....	51.85	
Macomb Creamery Co.....	Milk and Butter.....	121.49	
Griesser Fruit Company.....	Oleo.....	7.44	
Charles A. Schnarr.....	Bread and Rolls.....	47.08	
J. F. Derry.....	Powdered Milk.....	1.85	
W. G. Miner.....	Mdse.....	.65	
S. Gumbart Company.....	Pudding.....	33.00	
McClellan Book Store.....	Waxed Paper.....	2.20	
Home Economics Club.....	Waffle Supper.....	6.43	
Miscellaneous.....		2.07	
Ed. DeCamp.....	Carrying Ice.....	6.43	
Service.....		258.69	\$1,272.90
Balance on hand, April 1, 1920.....			\$ 84.27
Inventory of goods on hand, April 1, 1920.....			378.19
Total assets.....			\$462.46
Bills Outstanding.....			413.00
Free Available Balance.....			\$ 49.46

(Signed) EVA COLBY.

President Felmley, Secretary of the Normal School Council, made a report of their recommendations as follows:

"We recommend that a bill be drawn and introduced in the Fifty-second General Assembly of Illinois providing that the normal schools of this state be renamed *Teachers' Colleges* due to the fact that the five teacher training state institutions now maintain four-year curriculums or college courses.

"We recommend to the State Normal School Board that it request of the Fifty-second General Assembly for salaries an increase of fifty per cent of the present salary appropriation. This is to be applied to the present list of positions".

The proposal to recommend to the legislature an increase of 50 per cent on the present salary schedule of the faculties in the normal schools was discussed at some length. A motion to approve this recommendation was made and carried by a vote of 4 to 2, one member not voting. As it appeared that there was no immediate pressure for action and as some of the members felt that the matter had not been considered carefully enough, a motion was made to reconsider the action taken and carried.

Further action on the recommendations by the Normal School Council was deferred to the next meeting of the Board in Springfield on Monday, June 21st.

Mr. Shepardson read the following petitions from members of the faculties of the normal schools at Normal, Carbondale, and Macomb:

Normal, Illinois, April 20, 1920.

To the Director of Education and the Normal School Board:-

Whereas,

- (1) The cost of living has doubled since 1914, and
- (2) is likely to go even higher and
- (3) when it does fall, if it ever does, will fall but a few per cent per year;

and

Whereas,

(1) the relief already afforded this faculty—averaging only 15 per cent—was, in the face of continually mounting prices, no relief at all; and we are not prospering, and many of us are actually running behind each year, our salaries being insufficient to pay our expenses or the expenses of ourselves and our families; and we have been postponing even necessary expenditures until it is no longer possible to do so; and

(2) many of our number are resigning or expecting to resign because of the insufficient pay, and it will be impossible to replace them with other teachers as good as they, for the wages now paid; and

Whereas,

(1) public-school teachers are obtaining substantial increases in salaries, and

(2) workers in other lines are obtaining or have obtained similar increases;

and

Whereas,

(1) the whole situation is a serious menace to the great educational interests of the State; and

Whereas,

(1) there is or should be plenty of money for the purpose—as is evidenced by the reduction twice of the State tax rate at a time when a bushel of corn, for example, went two or three times as far in paying taxes as ordinarily before—therefore,

BE IT RESOLVED—

That this Faculty of the Illinois State Normal University hereby thru its President petition the Director of Registration and Education and the Normal School Board of Illinois—

I. THAT THE COMING BUDGET PROVIDE MEANS FOR A FIFTY PER CENT INCREASE IN THE SALARIES OF THE TEACHERS IN THIS INSTITUTION.

which provision will mean only a partial restoration of our real wages and a restoration that at the best will come some years late.

And to provide in part for more immediate relief needed, we likewise petition:

II. THAT A PRACTICAL ADJUSTMENT OF THE PRESENT METHOD OF DISTRIBUTING THE PAYROLL AND A PROVISION FOR THE SHORTAGE RESULTING FROM SUCH AN ADJUSTMENT BE MADE TO MEET THE SALARY SITUATION FOR THE SCHOOL YEAR BEGINNING JULY 1, 1920.

To this end we urge the Normal School Board to change, with the consent of the Department of Finance, the time of the first monthly payment of salaries from October 15th to August 1st, 1920, and to make the other eight payments on the first of September, October, November, December, January, February, March, and April respectively: and to ask for a special appropriation from the Legislature to provide means to pay the salaries of the Normal School faculties for the months of April and May, 1921; or in case of failure to secure such an appropriation to ask Governor Lowden for a sufficient amount of the State Emergency Fund to meet this emergency occasioned by the adjustment in the salary schedule.

SIGNED

E. A. Turner
O. L. Manchester
H. H. Schroeder
J. L. Pricer
J. G. Kudema
F. W. Westhoff
E. W. Cavins
R. H. Linkins
Thos. J. Lancaster
Harrison Russell
Anna M. Blake
Eleanor Sheldon
Jennie A. Whitten
Lora M. Dexhimer

George H. Howe
A. C. Newell
M. J. Holmes
A. R. Williams
Fred D. Bovler
H. A. Bone
A. W. Dragoo
A. W. Boley
A. W. Pingle
Jessie M. Dillan
Ruby T. Scott
Alma M. Hamilton
Bessie S. Robinson
Henrietta M. Zweifel

F. Rose Colby
Nellie C. Thompson
Kiturah Parsons
Howard W. Adams
Douglas C. Ridgley
Francis James
Edith I. Atkin
Lydia Clark
Thos. M. Barger
W. A. L. Beyer
Mima Macey
Edna G. Benson
Marie Sorenson
Eunice R. Blarkbum

Christine A. Thoene
O. Lillian Barton
Grace A. Owen
Ethel G. Stephens
Idella R. Berry
Elizabeth Loidlaw
Ruth Litchfield
Margaret Smith

Annette B. Cooper
Lura M. Eyeston
Alice J. Patterson
Lilah Gerssenhainer
Georgia W. Latta
Florence Snyder
Rena Partridge
Grace L. Moberly

Erma F. Imboden
Pearl Salter
M. B. Garvin
Elizabeth Fay
Lottie Heller
Caroline Larrick
Ruth B. Glassow
Cora E. Elm

To the Director of Registration and Education and Trustees of the Normal Schools of Illinois:-

The Faculty of the Southern Illinois State Normal University most respectfully requests that you carefully consider the following statements:

1. A \$2,500.00 salary in 1914 was practically equivalent in purchasing to a \$5,000.00 salary today.

2. A few members of this Faculty were receiving approximately \$2,500.00 for their services in 1914, and these members are receiving only \$2,800.00 to \$3,000.00 at present. The latter sum is the maximum fixed by the Board of Trustees.

3. All other members of the Faculty are now suffering in like manner, or even more, from the fact that their salaries have been but slightly increased, while the cost of living has doubled since 1914.

4. Teaching, above all other occupations, requires that one's nervous energy be free and unhampered so that it may be fully devoted to the teaching process. No teacher can do his best work when his nervous energy must be largely consumed in the painful and humiliating attempt to make his salary do the impossible task of covering the monthly bills for necessary living expenses. With present salaries, members of this Faculty must either live in a manner unworthy of themselves, the school, and the State, or they must become hopelessly involved in debt.

5. The small increase in salaries provided last year is the only increase received by the large majority of the Faculty since 1914. Since that date the purchasing power of the dollar has been reduced one-half. We therefore respectfully request that the salary of the President be increased to \$7,500.00, full Professors to a maximum of \$4,500.00, and salaries of all other members of the Faculty be increased in a ratio which is at least 50% above the present schedule. We further request that this revised schedule be put into effect as soon as it is possible to obtain funds to cover the increased amount. We request also that the Board employ every honorable means to induce the Budget Committee and the Legislature to provide funds for the proposed increase.

In justice to our President we wish to have it understood that he had no knowledge of our action making a recommendation with regard to his salary. Neither did he originate this movement. We obtained his consent to petition the Board, but we are solely responsible for the petition and its contents.

6. Under the present code, the budget for the next biennium will be made up long before the Legislature convenes. We therefore request that recommendations as to salaries be made by the Trustees in ample time, so that the Budget Committee may know, at the outset, the wishes of the Board in this matter.

Lulu R. Clark
Fadra R. Holmes
Anne McOmber
Grace L. Burket
Florence R. King
Gladys P. Williams
Edith Bell
Grace E. Jones
Gertrude Eckhard
Wanda Newsum
Mae C. Trovillion

F. G. Warren
S. E. Boomer
E. G. Lentz
L. C. Petersen
W. T. Felts
J. M. Pierce
C. E. Muckelroy
Frank H. Colyer
Geo. W. Smith
Geo. D. Wham
G. C. Bainum

Lucy K. Moody
 Elizabeth C. Hickson
 Emma L. Bowyer
 Inez L. Hollenberger
 Lula P. Cross
 Sarah S. Mitchell
 Mary M. Steagall
 Elizabeth Cox
 May Hayes
 W. O. Brown

Ralph Swain
 T. L. Bryant
 Edw. V. Miles, Jr.
 Helen A. Baldwin
 G. W. W. Brown
 W. A. Furr
 W. G. Cisne
 J. P. Gilbert
 W. M. Bailey

WESTERN ILLINOIS STATE NORMAL SCHOOL

Macomb, Illinois.

Office of President,

Walter P. Morgan.

To Francis W. Shepardson, Director of Education, and the Normal School Board:

Whereas,

The cost of living has more than doubled in recent years and is constantly increasing, with little promise of decreasing in the years to come; and

Whereas,

The small increase of 15 per cent in faculty salaries is wholly inadequate to meet our present financial situation and therefore many of our number are leaving our ranks because of insufficient pay; and

Whereas,

Public-school teachers are receiving large increases in salaries, as are workers in other lines; and

Whereas,

The State and its whole system of education will ultimately suffer more than the faculty members themselves, if it continues to lose large numbers of its skilled, trained *teachers of teachers*, thus forcing it to put the work of training its public-school and other teachers into the hands of immature, untrained people who are not specialists but who are the best that can be secured for the money paid; and

Whereas,

It is not impossible to raise the necessary money for an adequate increase in salary when commodities bring prices that make them go several times as far in paying taxes as they formerly did,—therefore,

Be it Resolved,

That the Budget for the biennium beginning July 1, 1921, provide for an increase of from 60% to 75% in the salaries of the teachers of this institution.

Faculty of W. I. S. N. S.

R. R. SIMPKINS, *Chairman Com.*

The Board recorded its appreciation of the luncheon served in Williston Hall.

The Board adjourned.

FRANCIS W. SHEPARDSON, *Chairman.*

FRANCIS G. BLAIR, *Secretary.*

Approved June 21, 1920.